

AS025-1 U

7/83

FRATERNAL ORDER OF POLICE

NATIONAL LODGE
THE ONLY NATIONAL POLICE ORGANIZATION



32nd EDITION

A SURVEY OF **1983**
SALARIES AND WORKING CONDITIONS OF THE
POLICE DEPARTMENTS IN THE UNITED STATES

Published March 15, 1983



WHAT...

is the Fraternal Order of Police?

The Fraternal Order of Police is an organization of Police Officers, incorporated in the State of Pennsylvania under the Non-Profit Corporation Law. Its name and insignia is registered in the United States Patent Office in Washington, D.C. Its membership is restricted to full-time Law Enforcement Officers of all ranks who are employed by Federal, State or local government.

The Fraternal Order of Police is composed of:

(1) **National Lodge**—made up of delegates from all subordinate Lodges assembled in Biennial Conference; managed by a Board of Directors between Conferences.

(2) **State Lodges**—formed when there are three or more Lodges in a state; composed of delegates from all subordinate Lodges assembled in Biennial or Annual Conferences; managed by a Board of Directors between Conferences.

(3) **Subordinate Lodges**—formed at the request of ten or more members of a Law Enforcement Agency; managed by a Board of Directors elected from among the members annually, or biennially. At the present time, the Order is composed of approximately 150,000 members in 1350 subordinate Lodges in 42 States. There are 31 State Lodges.

Our subordinate Lodges are operated on dues received from their members at a rate prescribed by their own By-Laws. State Lodges and the National Lodge are operated on Per Capita Tax paid by the subordinate Lodges on the basis of their membership.

All actions of the Board of Directors of the National Lodge are reported to the subordinate Lodges in the form of minutes, which include financial reports of money received and money spent. The financial affairs of the National Lodge are audited by a Certified Public Accountant.



WHAT...

does the National Lodge do?

(1) Provides the means whereby the Order is introduced to Police Officers.

(2) Provides an Income Tax Exemption to each subordinate Lodge so that all its revenue may be used for Lodge programs.

(3) Provides Human Rights and Law Enforcement Study. A policeman must make split-second decisions. But it is often hard to resolve questions of individual rights vs. rights of the public. The F.O.P. is studying the problem in co-operation and in conjunction with the U.S. Attorney General's office. Purpose, to aid in formulating a uniform national policy of procedure.

(4) Through its National Legislative Committee promotes, in the Nation's Capitol, legislation beneficial to all Police Officers and is the watchdog for detrimental legislation. It has been successful, so far, in keeping out of Social Security those Policemen with adequate retirement systems who do not want Social Security. Also, sponsored Police Survivorship Bill that provides pension benefits for police officers killed or injured while apprehending persons suspected of committing or attempting to commit a crime against the United States.

Obtained the approval of the U.S. Postmaster General for the issuance of Law & Order Commemorative Stamp honoring policemen.

(5) Publishes an Annual Survey of the Salaries and Working Conditions of Police Departments. It has become the principal reference book on Police salaries and has enabled our Lodges to secure higher salaries and improve their working conditions.

(6) Issues a bi-monthly publication which is mailed direct to the homes of each of its members throughout the country. This provides a medium for the exchange of ideas and acquaints the membership with the progress of their fellow members.

(7) Compiles and publishes data on subjects that affect the welfare of Police Officers, such as integration of Police and Fire Departments, Social Security for Policemen, Citizen Police Review Boards, etc.

(8) Provides Group Life Insurance and a Family Supplemental Hospitalization Plan at reduced rates for members.

We cannot attest to the accuracy of the figures used in this survey as they are compiled from information received from various police agencies.

INDEX OF ABBREVIATIONS

*	Indicates a fiscal year other than Jan. - Dec. (May infer the figures are for 1982 fiscal year.) or 1983 contract is not settled.
—	No benefit or represents zero; or no minimum requirement.
X	Column not answered, not legible, or did not conform to the question, or too lengthy.
+	Additional benefit for some or additional benefit after reaching minimum requirement.
C	Child or dependent.
d	Days.
D	Deductible - per prescription.
FURN	Furnished.
L	Limited (in some way).
m	per Month.
N	No

P	Plainclothes only, uniforms furnished.
QM	Quartermaster
S	Spouse
SAL	Salary
T	Thousand
UNL	Unlimited
VAR	Varies
Wo.	
Comp.	Workmen's Compensation
w	per week
y	per year
Y	Yes

Longevity Scales are listed in the back of the book in the same order. If a department is not listed they do not have a longevity benefit or did not list one.

Some answers to the questionnaires have been edited or modified to fit the columns, otherwise they were printed as answered.

Alabama	AL	Illinois	IL	Montana	MT	Puerto Rico	PR
Alaska	AK	Indiana	IN	Nebraska	NB	Rhode Island	RI
Arizona	AZ	Iowa	IA	Nevada	NV	South Carolina	SC
Arkansas	AR	Kansas	KS	New Hampshire	NH	South Dakota	SD
California	CA	Kentucky	KY	New Jersey	NJ	Tennessee	TN
Canal Zone	CZ	Louisiana	LA	New Mexico	NM	Texas	TX
Colorado	CO	Maine	ME	New York	NY	Utah	UT
Connecticut	CT	Maryland	MD	North Carolina	NC	Vermont	VT
Delaware	DE	Massachusetts	MA	North Dakota	ND	Virginia	VA
District of Columbia	DC	Michigan	MI	Ohio	OH	Virgin Islands	VI
Florida	FL	Minnesota	MN	Oklahoma	OK	Washington	WA
Georgia	GA	Mississippi	MS	Oregon	OR	West Virginia	WV
Hawaii	HI	Missouri	MO	Pennsylvania	PA	Wisconsin	WI
Idaho	ID					Wyoming	WY

We are grateful to all those who assisted us in the compilation of the statistics in this survey. We hope that the information contained herein proves useful to you, and we invite your comments.

If you should desire any information concerning our Order, you can obtain it by writing to any of our National Officers, who are listed on the back cover, in care of the Police Department in their community.

Fraternally yours,
Dorothy A. Woods, *National Secretary*

Published by Law Enforcement Publications, Harrisburg, PA, for the National Fraternal Order of Police.

NATIONAL HEADQUARTERS
5613 BELAIR ROAD
BALTIMORE, MARYLAND 21206
PHONE: (301) 488-6880

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION OVER 1,000,000																									
Chicago, IL	12,677	85,000	85,000	30,732	41,358	27,900	37,542	24,666	33,216	21,342	28,986	20,106	27,600	4½	40	Y	12/2½	3	20-28	365/—	—	—	\$400	—	
*Detroit, MI	4,129	57,119	—	43,166	—	36,135	—	32,206	—	—	—	19,983	26,398	4	40	Y	9/X	5	20	17/250	—	25/.30	—	—	
*Houston, TX	3,381	10,400	80,704	38,618	—	33,582	—	29,198	—	29,198	—	20,550	26,229	8	40	Y	8½/1½	2	15-21	(UNL)	100%	—	\$350	—	
*Los Angeles, CA	6,903	88,740	110,246	43,556	57,149	40,152	47,230	34,117	40,152	30,610	42,386	23,343	34,118	2½	40	Y	12/1½	—	14-21	12/100	50%	—	\$225	X	
*Philadelphia, PA	7,500	—	45,000	29,672	30,957	26,028	27,155	22,832	23,820	21,630	22,567	18,374	20,895	3	40	Y	14/1	3	10-22	20/225	28%	3%/3%	\$200	\$100	
POPULATION 500,000 to 1,000,000																									
*Baltimore, MD	3,056	—	50,000	25,130	29,449	21,803	29,449	21,803	25,322	19,392	22,293	15,608	19,356	3	40	Y	14/1	—	12-24	(UNL)	—	25/.25	\$312	—	
Cleveland, OH	1,911	50,429	—	33,149	33,732	28,860	29,443	25,162	25,745	—	22,277	18,521	22,277	4	40	Y	11/1½	—	10-25	15/X	X	Y	\$250	\$200	
Columbus, OH	1,214	—	49,046	—	35,214	—	29,848	—	25,292	—	—	13,998	21,985	2½	40	Y	10/1	—	17-30	15/UNL	—	.30	\$795	—	
*Dallas, TX	2,057	48,601	77,762	35,880	40,584	31,200	35,448	27,132	30,984	27,132	30,984	20,448	24,792	3	40	Y	6/1½	7	12-20	12/50	90d	—	—	—	
Indianapolis, IN	960	35,471	—	24,333	—	22,893	—	21,886	—	—	—	14,401	20,663	2	40	Y	10/1	3	21-35	90/—	—	.30	\$600	—	
*Jacksonville, FL	920	32,850	35,150	31,956	34,380	27,768	29,892	21,948	25,992	19,080	22,596	16,054	22,596	20	40	Y	10/1½	—	20-35	20/35	100%	—	\$480	\$258	
*Memphis, TN	1,228	—	35,070	—	26,539	—	23,626	—	21,182	—	21,182	14,664	19,696	3	40	Y	10/1	4	10-25	VAR/450	13%	VAR	\$150+	X	
New Orleans, LA	1,326	40,536	57,012	30,252	42,564	22,572	31,764	20,472	28,812	—	—	16,044	26,136	X	40	Y	10/2½	—	12-24	12+/UNL	20%+	2½/5%	\$300	—	
*Phoenix, AZ	1,350	(Based on Performance)					33,634	39,021	27,810	32,323	PTLM.	PTLM.	18,949	26,811	6½	40	Y	9½/2	2	10-22	15/UNL	—	25/.30	\$425	—
*San Francisco, CA	1,971	—	77,334	—	44,735	—	38,106	—	33,330	30,850	33,330	24,821	28,736	4	40	Y	11/1	2	5-20	13/120	—	—	—	—	—
*Washington, DC	3,880	63,759	67,624	34,503	39,677	29,122	34,949	25,195	31,495	23,189	30,145	18,551	26,714	18	40	Y	10/1½	—	13-26	13/UNL	—	—	\$300P	—	—
POPULATION 250,000 to 500,000																									
Atlanta, GA	1,391	38,700	49,300	22,200	28,100	19,700	25,000	17,600	22,200	16,900	22,300	15,700	19,700	7	40	Y	9/1	—	12-25	13/X	23%	—	\$210	—	
*Austin, TX	582	—	—	35,880	37,080	32,980	34,128	30,192	31,392	27,696	28,896	17,988	26,640	X	40	Y	9/1	15	15	15/X	90d	—	\$400	—	
*Birmingham, AL	659	40,000	49,000	26,000	31,000	21,000	26,000	18,000	22,000	—	—	16,000	20,000	3½	40	N	12/X	1	12-24	12/60	—	—	FURN	ALL	
*Charlotte, NC	404	39,135	49,948	24,026	30,663	—	—	24,026	27,813	—	—	15,487	21,792	4½	41	N	9/1	—	10-20	12/NONE	20%	—	\$400	—	
Cincinnati, OH	991	43,819	46,010	36,893	38,555	31,590	33,237	27,800	28,652	25,883	26,677	22,183	24,700	3	40	Y	15/1	X	12-24	13/X	10dy	.40	\$200	—	
*Corpus Christi, TX	X	34,600	48,700	25,800	36,300	23,424	25,848	20,220	22,272	—	—	16,560	20,220	3½	40	Y	7/1½	X	0-80	15/180	X	X	\$300	\$70mo	
*El Paso, TX	650	40,719	55,316	25,362	32,369	21,908	27,961	19,871	25,362	21,282	23,036	14,829	17,166	5	40	Y	8/1½	4	15-24	15/140	50%	.30	\$350P	—	
*Kansas City, MO	1,150	—	60,156	35,616	37,392	—	—	29,352	32,352	16,584	27,102	16,584	27,102	12	40	Y	8/1	X	12-30	30/900	25%	—	FURN	\$25	
*Louisville, KY	695	—	45,000	—	23,795	—	21,444	—	19,281	—	17,617	14,102	17,368	5	40	Y	—/1	1	21-27	16/NONE	X	—	\$400	—	
Miami, FL	1,200	—	—	32,094	43,035	27,276	37,149	23,962	32,094	—	—	20,675	27,726	7	40	Y	10/1½	2	10-15	12/UNL	100%	.40	—	—	
*Montgomery, AL	390	26,584	29,272	15,961	19,478	14,491	18,091	13,388	16,695	12,014	15,227	10,817	13,941	7	40	Y	13/1	X	12	24/90	50%	—	\$550	—	
*Nashville, TN	998	32,508	48,888	20,400	27,300	18,156	24,300	16,164	21,624	—	20,208	14,376	19,248	5½	40	N	10/1	—	20	12/120	—	.15/.20	\$225	—	
*Newark, NJ	1,153	—	38,192	26,563	28,530	23,610	25,577	21,645	23,018	—	21,096	18,911	20,596	3	40	Y	12/1	3	20	UNL	—	—	\$600	—	
*Norfolk, VA	596	33,516	—	19,368	—	17,628	—	15,372	—	—	—	12,696	16,836	7	40	Y	8½/1	13	12-20	12/UNL	X	—	\$360	—	
*Oakland, CA	630	62,700	—	44,148	—	38,388	—	33,372	34,206	—	—	24,096	29,040	5	40	Y	11/1½	1	15-25	120/—	—	—	\$450	—	
*Oklahoma City, OK	769	37,041	53,933	23,636	33,783	23,239	25,975	20,734	24,092	18,207	22,404	16,934	20,734	5	40	Y	11/1	—	11-20	16/206	50%	N	\$450	—	
Omaha, NB	X	42,444	46,608	32,808	35,436	27,480	30,564	24,264	26,964	—	—	19,200	23,160	4	40	Y	12/1½	30	X	(800hr)	—	—	\$137	X	
Pittsburgh, PA	1,280	47,450	—	30,961	—	28,147	—	25,588	—	24,266	—	18,797	23,262	4	40	Y	13/2½	—	14-35	14/112	100%	20/.30	QM	\$275	
Portland, OR	685	54,932	54,932	38,604	41,974	33,675	36,732	28,745	32,427	28,745	28,745	19,280	28,184	5	40	Y	9/1½	3	10-25	13/258	30%+	—	\$325	—	
*St. Louis, MO	1,786	45,552	—	27,014	—	24,570	—	22,724	—	16,328	20,358	16,328	20,358	11	40	Y	14/1	X	15-25	20/180	25%	5%	\$216	X	
*Toledo, OH	725	43,000	45,000	36,414	37,308	32,849	34,109	26,226	29,660	21,879	25,569	19,450	25,569	20	40	Y	14/1¼	2	10-25	15/UNL	50%+	.07/.14	\$225	100%	

HEALTH BENEFITS								PENSION						DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL				PAGE						
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement		
100%	365	\$250,000	100%	50%	—	100%	—	40%	50%	60%	70%	53/23	10	63	1/75%	X/50%	75%	20%	N	—	—	—	—	\$2,500	N	N	N	Y	Y		
100%	365	\$1 MILL.	80%	50%	\$1,000	Y	\$2D	—	50%	60%	70%	55/25	8	60	—/66%	5/2%y	45%	VAR	N	—	—	—	—	X	N	N	N	Y	Y		
100%	365	\$1 MILL.	—	—	—	—	—	30%	40%	50%	60%	39/20	20	65	1/30%	20/30%	30%	30%L	N	—	\$28	\$55	\$69	\$12,000	N	N	N	Y	N		
(Members can select different plans)								40%	55%	70%	70%	41/20	20	X	—/50-90%	5/40%	50%	40%	N	—	—	—	—	\$10,000	N	N	Y	Y	N		
100%	365	\$250,000	100%	100%	\$2,000	100%	99%	50%	62.5%	75%	87.5%	45/20	10	70	—/70%	10/25%	60-80%	25%+	N	—	—	—	—	\$25,000	N	Y	Y	Y	Y		
110%	30	\$50,000	—	—	—	100%	\$2D	—	50%	58%	67%	50/25	25	60	X/66%y	X/21/2%y	66%y	21/2%y	N	—	—	\$2,710	\$2,710	\$18,000	N	X	Y	Y	N		
100%	736	X	80%	—	—	—	X	50%	60%	70%	72%	52/25	15	65	—/72%	5/2%y	100%	\$256m	N	—	—	—	—	\$10,000	N	N	Y	Y	Y		
100%	UNL	UNL	100%	X	\$1,250	100%	100%	50%	60%	67.5%	72%	52/25	15	None	VAR	VAR	100%	\$216m	N	—	X	X	X	\$15,000	Y	Y	Y	Y	Y		
100%	365	X	100%	—	—	100%	100%	50%	65%	72.5%	80%	50/5	—	—	—/50%	—/50%	50%	50%	N	—	\$80	\$100	—	\$5,000	N	N	Y	N	N		
43%	365	UNL	—	—	—	—	—	50%	60%	70%	74%	55/20	20	65	—/50%	—/50%	50%	30%	N	—	\$400	\$800	X	\$5,000	N	N	N	N	Y		
100%	X	\$250,000	—	—	—	100%	—	40%	50%	60%	65%	50/25	10	—	X	X	X	X	N	—	\$40	\$80	—	\$10,000	Y	N	Y	Y	Y		
70%	200	\$400,00	—	—	—	—	X	—	56.1/4%	61.1/4%	66.1/4%	—/25	10	60	—/50%	5/21/4%y	50%+	21/4%y	N	—	(21/2-71/2%)		—	\$2,000	N	Y	Y	Y	Y		
80%	UNL	\$250,000	—	—	—	—	80%	66.2/3%	82.5%	100%	—	50/20	12	70	—/30-60%	5/30 60%	40-60%	40-60%	N	—	—	—	—	\$3,000	Y	X	Y	N	Y		
100%	—	\$250,000	—	—	—	—	80%	50%	55%	60%	60%	—/20	X	70	1/50%	1/50%	66%y	66%y	N	—	—	—	—	\$30,000	Y	N	Y	Y	Y		
\$663	UNL	\$1 MILL.	—	—	—	95%	VAR	—	55%	75%	75%	50/25	X	65	X	10/33%y	50%+	25-331/3%	N	—	—	—	—	—	N	N	Y	N	N		
80%	VAR	VAR	100%	—	—	100%	100%	50%	65%	80%	80%	50/25	5	60	—/66%y	5/40%	40%	40%	N	—	—	—	—	1xSAL	N	N	Y	Y	Y		
90%	UNL	\$250,000	—	—	—	—	—	40%	50%	60%	70%	35/15	15	65	—/70%	10/2%y	70%	2%y	N	—	4%	8%	—	\$7,500	N	N	Y	N	N		
100%	365	80%	100%	100%	—	—	—	35%	43.3/4%	52.1/2%	61.1/4%	55/20	10	65	—/13/4%y	10/13/4%y	13/4%y	13/4%y	Y	—	\$600	\$1,200	\$1,200	\$10,000	N	Y	Y	Y	Y		
100%	365	\$250,00	—	—	—	80%	—	50%	52.5%	60%	70%	—/20	—	70	—/70%	5/10%	45%	45%	N	—	5%	10%	10%	SALARY	Y	Y	Y	Y	N		
VAR	VAR	X	—	—	—	80%	—	X	X	X	X	50/15	—	70	1/X%	5/X	VAR	VAR	Y	—	X	X	—	100%	X	X	Y	N	Y		
100%	365	\$250,000	100%	80%	\$1,000	—	—	—	60%	67.1/2%	72%	52/25	15	70	(Determined by Pension Board)		—	—	N	—	—	—	—	\$15,000	N	X	Y	N	Y		
98%	X	\$1 MILL.	—	—	—	X	80%	VAR	VAR	VAR	VAR	X	X	X	X	X	X	X	X	X	X	\$42	\$84	\$108	\$3,000	X	X	X	X	X	
100%	365	\$25,000	100%	—	—	100%	—	50%	65.6%	75%	75%	45/20	10	70	—/50%	—/50%	50%	50%	N	—	\$45	\$90	\$90	\$10,000	N	N	Y	Y	Y		
100%	365	100%	—	—	—	—	—	40%	50%	60%	—	55/25	15	60	—/60%	10/2%	40%	40%	N	—	\$25	\$50	\$75	\$5,000	Y	N	N	N	Y		
100%	UNL	None	—	—	—	80%	—	50%	60%	75%	75%	—/20	20	62	—/75%	5/75%	75%	75%	N	—	—	—	—	\$5,000	N	N	Y	Y	N		
80%	UNL	UNL	—	—	—	—	—	50%	62.5%	75%	87.5%	50/20	15	60	—/66%	10/40%	X	X	N	—	\$30	\$50	\$80	\$20,000	N	X	Y	Y	Y		
100%	70	\$1 MILL.	80%	X	—	—	80%	50%	55%	60%	60%	—/20	—	65	Wo.Comp	5/21/2%y	Wo.Comp	—	N	—	—	—	—	1xSAL	X	X	N	N	Y		
75%	X	\$250,000	—	—	—	—	—	40%	50%	58.1/4%	67.1/2%	55/25	10	60	—/60%	—/60%	75%	75%	Y	—	—	—	—	21/2xSAL	N	N	Y	Y	Y		
100%	180	\$100,000	100%	100%	\$100	—	\$1,50D	—	60%	65%	65%	—/25	15	65	5/66%	5/40%	350%	25%	Y	—	—	—	—	\$5,000	Y	N	Y	Y	Y		
100%	365	\$250,000	—	—	—	—	—	40%	50%	60%	70%	55/25	10	62	—/66%	5/X	50%	50%	N	—	X	X	X	X	N	X	Y	N	N		
100%	UNL	UNL	100%	100%	\$1,000	100%	100%	(Formula: 2% yr @ 50 yrs. of age)					50/5	X	60	—/50%	X	100%	VAR	N	—	2%	4%	5%	\$3,000	Y	Y	Y	Y	N	
100%	365	\$10,000	—	—	—	—	—	50%	62.1/2%	75%	75%	55/20	10	70	—/50%	15/15-20%	50%	25%	N	—	\$269	\$540	\$810	\$5,000	N	Y	N	Y	Y		
100%	365	\$250,000	80%	—	—	—	—	40%	50%	50%	50%	55/25	20	62	—/50%	10/20%+	35%	20%+	N	—	—	—	—	\$8,000	N	X	Y	Y	N		
100%	365	\$100,000	100%	50%	100%	100%	—	50%	(\$15 mo/yr over 20 yrs.)			50/20	20	65	—/50%	10/50%	25%	25%	N	—	—	—	—	SAL + \$5T	Y	Y	Y	Y	Y		
100%	365	\$1 MILL.	100%	100%	\$500	100%	100%	40%	50%	60%	60%	50/25	5	64	—/100%	1/20%	50%	56% of Pens.	N	—	X	—	—	\$15,000	Y	N	Y	Y	Y		
100%	180	\$250,000	100%	100%	X	X	X	40%	50%	70%	70%	41/20	—	65	X	X	25%	35%	N	—	\$416	\$806	—	1xSAL	N	N	N	N	Y		
100%	365	80%	100%	80%	\$1,000	—	100%	—	60%	67.1/2%	72%	52/25	15	65	—/72%	5/60%	\$265	\$265	N	—	—	—	—	\$12,500	N	X	Y	Y	Y		

No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX											

POPULATION 250,000 to 500,000 (Continued)

*Tulsa, OK	X	38,616	57,912	28,176	42,264	25,512	38,280	22,956	25,908	20,772	23,760	16,992	21,396	4	40	Y	11/1½	—	10-24	12/150	—	—	\$300	—
*Virginia Beach, VA	397	35,688	45,648	24,624	31,536	21,768	27,864	18,744	24,024	15,384	19,704	14,640	18,744	5	40	Y	9½/1½	1	12-24	—	—	—	\$360P	—
*Wichita, KS	446	42,600	64,000	22,270	28,855	20,129	25,989	17,776	22,836	16,930	21,702	16,131	20,633	5	40	Y	10/1	1	12-22	12/UNL	—	.50	\$300	—

POPULATION 100,000 to 250,000

*Akron, OH	437	43,264	48,276	32,156	35,880	27,747	30,929	23,940	26,665	—	—	19,656	22,963	3	40	Y	6 1/12	12	10-25	UNL	100%	—	—	\$425	—
*Albany, NY	X	37,422	37,422	25,143	25,143	22,128	22,128	21,085	21,085	19,849	19,849	17,708	18,999	5	40	Y	11/2	2	X	UNL	—	—	—	\$850	—
*Alexandria, VA	245	46,494	65,416	30,058	42,338	25,967	36,514	23,556	33,176	20,347	28,660	18,015	25,290	9	40	Y	10 1/2	—	12-24	12/UNL	25%L	.15/.25	\$500P	—	
Allentown, PA	X	36,000	—	22,560	24,224	21,367	23,000	20,173	21,836	20,173	21,560	18,980	20,366	4	40	Y	11 1/2	—	10-25	30/180	100dL	.20	FULL	\$200	
*Amarillo, TX	X	50,112	—	29,712	—	26,556	—	23,772	—	23,772	—	15,498	20,772	2 1/2	40	Y	6/1	—	15-20	UNL	90d	—	—	\$360	—
*Anaheim, CA	319	46,675	56,722	36,546	44,429	37,814	41,683	31,366	32,926	23,691	28,808	21,486	27,435	3 1/2	40	Y	11 1/2	X	10-23	10/22	EXCESS	5%	FURN	FURN	
*Bakersfield, CA	194	44,484	53,796	35,940	43,404	31,320	37,752	27,072	33,768	23,880	29,088	20,604	25,104	3 1/2	40	Y	12 1/12	1	14-28	12/120	50%L	—	\$500	—	
Baton Rouge, LA	610	33,360	43,280	21,132	23,124	18,468	20,172	16,968	18,468	—	—	14,400	16,968	2 1/2	40	Y	10 1/12	1	12-24	VAR/UNL	120d+	.025/.03	—	—	
*Berkeley, CA	X	45,084	62,472	44,208	48,696	39,120	43,140	32,988	36,336	34,632	38,184	25,312	32,988	25	40	Y	14/—	5	X	12/150	VAR	—	\$325	—	
*Bridgeport, CT	344	39,563	42,015	27,774	30,024	24,978	26,456	22,261	23,005	21,556	22,605	17,052	20,004	2	36	Y	12/1	—	5-25	UNL	—	.75	\$425	—	
*Chattanooga, TN	367	33,367	—	20,960	—	18,133	17,217	—	13,396	16,284	—	—	—	3	40	Y	7/X	1	15-26	Y	100%	—	\$250	X	
*Chesapeake, VA	204	32,793	40,628	22,346	29,310	18,283	24,667	15,236	20,169	13,930	18,283	13,350	17,412	6	40	Y	8 1/2	—	20-32	12/UNL	100%L	—	\$600	—	
Colorado Springs, CO	X	40,464	60,696	38,568	—	33,084	—	28,236	—	—	—	18,024	23,964	3	40	Y	9/2	1	12-20	14/146	90d	.20/.35	FURN	—	
*Columbia, SC	214	33,116	42,120	22,412	28,605	18,439	23,532	16,725	21,346	15,168	19,359	13,104	16,725	5	42 1/2	Y	9/1	—	10-20	12/90	—	—	\$235	—	
*Columbus, GA	326	—	—	21,141	29,760	18,277	24,489	15,795	21,141	15,073	20,130	12,026	17,384	16	40	N	7/1	—	10-20	12/90	X	—	—	—	
*Dayton, OH	460	—	44,530	30,332	33,652	26,157	29,002	22,552	24,992	18,158	22,339	18,158	22,339	3	40	Y	12 1/12	—	12-21	15/140	50%	.32	\$273	—	
*Des Moines, IA	334	37,382	47,850	24,723	29,816	22,011	26,442	20,160	24,194	18,526	22,246	18,300	21,002	3	40	Y	10/2	—	10-25	12/UNL	50%L	—	\$400	—	
*Durham, NC	322	38,606	49,274	24,887	31,763	22,573	28,809	19,500	24,889	16,846	21,498	16,846	21,498	5	42	Y	7/1	—	12-21	12/UNL	—	—	\$350P	—	
Erie, PA	209	24,854	26,214	22,814	24,174	21,934	23,294	21,150	22,510	18,318	20,306	17,318	20,306	2 1/2	40	Y	10 1/12	1	15-25	30/180	Y	3 1/4%	\$220	\$104	
*Eugene, OR	152	—	46,728	—	38,628	—	35,340	25,236	31,044	20,544	26,220	17,748	23,784	9	40	Y	12/X	—	10-25	750/—	—	—	\$300	—	
*Flint, MI	322	48,439	—	—	—	33,222	—	24,791	29,368	—	—	19,225	26,685	5	40	Y	8 1/12	—	21-34	77/UNL	X	6 1/2%	\$320	FULL	
*Fort Lauderdale, FL	X	39,933	52,395	26,900	35,295	23,775	31,195	20,039	28,212	17,415	24,725	17,415	24,725	6	40	Y	9 1/12	—	10-20	12/—	—	—	—	—	
Fort Wayne, IN	316	—	29,900	—	22,630	—	21,600	—	20,200	—	—	18,300	14,650	4	40	N	10/1	2	5-30	—	—	.34/.68	\$500	—	
*Fullerton, CA	X	—	70,092	34,032	41,376	28,476	36,348	24,624	31,428	21,780	27,804	20,748	25,484	4 1/2	42.5	Y	10/1	—	13-20	12/UNL	50%L	—	\$450	—	
Glendale, AZ	143	39,336	50,568	30,648	39,336	26,364	33,888	22,704	29,160	19,548	25,092	19,548	25,092	5 1/2	40	Y	11 1/2	1	10-21	12/UNL	33 1/3%	—	\$300	—	
*Glendale, CA	177	—	51,768	38,232	47,400	27,204	41,160	25,068	32,724	22,188	28,968	20,760	27,144	5	40	Y	11/1	X	10-20	12/120	—	—	\$325	—	
*Grand Rapids, MI	268	36,742	46,896	31,395	32,965	27,956	29,354	25,612	26,685	—	—	18,539	24,259	5	40	Y	11 1/2	—	10-25	12/UNL	\$1d/L	—	\$420	\$150	
*Greensboro, NC	367	34,044	46,752	25,392	34,860	21,528	29,448	19,548	26,712	16,116	21,960	14,580	21,960	4	40	Y	9 1/12	—	10-22	12/UNL	—	—	\$375	—	
*Hampton, VA	181	30,505	45,451	21,730	29,616	18,407	26,292	15,084	23,847	13,605	20,000	12,548	17,079	6	40	Y	9 1/2	—	12-24	12/None	50%	—	\$360	\$200	
*Hialeah, FL	287	41,366	48,854	32,396	39,078	29,172	33,540	24,856	28,574	—	—	19,552	25,272	5	40	Y	12 1/12	X	10-25	12/210	180d	—	\$385	—	
*Independence, MO	150	—	36,592	21,168	26,796	19,272	24,384	18,396	23,256	—	—	15,276	18,396	4	40	Y	10/1	—	10-20	12/UNL	X	5%/5%	\$600	\$300	
*Jackson, MS	360	35,604	47,436	23,616	30,996	20,664	27,036	18,084	20,664	16,032	17,376	14,280	15,420	4	40	Y	7/1	—	10-20	X/X	—	—	\$500	—	
Jersey City, NJ	778	39,584	43,542	31,186	34,304	28,303	31,133	25,420	27,962	22,498	24,747	15,800	23,295	22	40	Y	4 1/12	10	12-30	365	—	.15	\$440	—	
Kansas City, KS	296	39,600	—	29,966	—	27,778	—	23,028	—	23,028	—	14,616	21,396	6	40	Y	12/1	—	15-30	18/NA	90d	—	\$250	—	
*Knoxville, TN	303	31,492	33,904	23,400	25,230	21,216	22,838	19,219	20,675	17,846	21,715	13,249	21,715	3	40	Y	8/2	—	12-24	X	—	—	\$300	—	

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement			
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security % of Write-Off Against Pension	60 Credits	120 Credits		Master's Degree	Choice of Counsel				Limitation on Fee		
100%	365	\$100,000	100%	—	\$750	100%	100%	—	50%	(+ 2% ea. yr.)	55/25	1	65	—	0/VAR	15/VAR	50%	VAR	N	—	\$600	\$1,200	\$1,200	2xSAL	N	N	Y	Y	N	
90%	UNL	UNL	—	—	—	—	—	—	50%	60%	70%	55/25	5	65	5/66%	X	66%	X	Y	X	\$1,200	\$1,600	\$1,800	1xSAL	N	X	N	N	N	
75%	365	100%	—	—	—	100%	100%	50%	62.5%	75%	75%	50/20	10	—	—/75%	—/35%	50%	35%	N	—	\$27	\$60	—	\$40,000	N	N	N	Y	Y	
100%	120	\$100,000	100%	100%	\$1,000	—	\$10	30%	60%	67½%	72%	48/25	15	—	—/60%	5/2½%y	\$256m	\$256m	N	—	—	—	—	\$12,000	N	N	Y	Y	Y	
100%	365	\$100,000	—	—	—	—	100%	—	50%	—	—	X/25	10	—	—	—	—	N	—	—	—	—	—	—	X	X	Y	Y	Y	
VAR	VAR	VAR	—	—	—	—	VAR	50%	63%	75%	75%	50/20	5	60	—/66½%	5/50%	50%	50%L	Y	—	\$600	\$1,000	\$1,000	1xSAL	N	X	X	Y	N	
100%	365	\$50,000	100%	50%	—	—	\$20	50%	53%	55%	55%	50/20	20	65	1/50%	1/25%	50%	25%	N	—	—	—	—	\$12,000*	N	X	Y	Y	Y	
100%	X	X	—	—	—	—	80%	X	X	X	X	X	X	X	X	X	X	X	N	—	X	X	X	\$3,000	X	X	Y	N	Y	
90%	365	\$250,000	60%	50%	—	100%	80%	40%	50%	60%	75%	50/5	5	60	—/50%	5/10%	25%	50% of Pens.	N	—	—	—	—	\$25,000	Y	N	N	Y	N	
100%	365	\$300,000	100%	80%	—	—	80%	40%	50%	60%	70%	50/5	X	65	—/50%	5/33%	50%	X	N	—	5%	5%	—	\$10,000	N	N	Y	Y	Y	
60%	UNL	\$1 MILL.	80%	60%	\$1,500	60%	60%	50%	75%	90%	90%	50/25	12	—	—/50%	10/50%	—	—	N	—	—	—	—	\$11,000	N	N	Y	Y	Y	
100%	X	X	100%	X	X	X	—	(VAR. 10% to 75%)	—	—	—	50/5	5	60	—/50%	10/25%	50%	—	N	—	—	—	—	\$10,000	N	X	Y	Y	N	
100%	UNL	—	—	—	—	—	100%	50%	62½%	75%	75%	45/20	10	—	—/50%+	—/12½%	50%	25%	N	—	—	—	—	\$15,000	Y	Y	Y	Y	Y	
100%	120	\$250,000	X	X	X	X	80%	—	60%	60%	60%	—/25	10	—	—/60%	10/25%	60%	\$109m	N	—	\$400	\$800	\$1,000	\$14,000	N	N	N	N	Y	
100%	365	80%	—	—	—	—	—	30.8%	38.5%	46.2%	53.9%	55/30	5	60	—/66.6%	5/7.7%	50%	VAR	Y	X	X	X	\$500	2xSAL	N	N	N	N	N	
100%	365	\$250,000	100%	50%	\$1,000	—	X	—	50%	50%	50%	50/25	25	—	—/50%	10/50%	33½%	33½%	N	—	—	—	—	1½xSAL	N	X	Y	N	N	
100%	365	\$500,000	—	—	—	—	X	X	1.16%	1.16%	1.16%	55/20	X	65	0/1.16%	5/1.16%	1 yr.	1 mo.	Y	—	—	—	—	None	N	N	N	N	Y	
100%	31	\$250,000	—	—	—	—	80%	—	50%	60%	—	50/25	X	X	—	—	50%	50%	Y	X	X	X	X	1xSAL	X	X	N	N	Y	
100%	365	\$200,000	—	—	—	—	100%	50%	60%	67.5%	72%	48/25	15	70	—/to 72%	5/to 60%	100%	\$256m	N	—	—	—	—	\$10,000	N	N	Y	Y	Y	
100%	365	\$250,000	100%	80%	\$750	—	\$20	45½%	50%	50%	50%	55/22	15	70	—/66½%	5/50%	50%	25%	N	—	7½%	—	—	\$10,000	N	N	Y	Y	Y	
100%	365	\$1 MILL.	—	—	—	—	80%	X	X	X	X	VAR	5	65	X	X	X	X	Y	X	—	—	—	1xSAL	N	N	N	N	N	
100%	365	X	85%	50%	\$500	FEE	\$20	50%	50%	50%	50%	50/20	12	65	10/50%	10/50%	50%	50%	N	—	\$200	\$600	\$1,000	\$10,000	X	X	N	Y	Y	
100%	—	—	80%	80%	50%	80%	80%	40%	50%	60%	70%	50/25	5	60	—/60%	—/60%	—	(60% for 3 mo.)	Y	—	—	—	—	2xSAL	N	X	N	Y	N	
X	X	X	X	X	X	—	100%	6%	6%	6%	6%	X/23	15	X	X	X	X	X	N	—	—	—	—	X	Y	N	Y	Y	Y	
60%	365	\$250,000	—	—	—	—	80%	60%	70%	80%	90%	50/20	10	55	—/65%	—/50%	—	(4x Annual Salary)	Y	—	\$618	\$1,236	\$1,236	\$20,000	N	N	Y	N	Y	
100%	365	\$250,000	—	—	—	—	—	50%	60%	70%	74%	41/20	20	60	—/50%	—/50%	30/10%	30/10%	N	—	\$450	\$900	\$900	\$15,000	N	X	N	N	Y	
X	X	X	X	X	X	X	X	40%	50%	60%	70%	50/10	X	60	X	X	X	X	N	—	3%	6%	—	X	X	X	N	Y	Y	
100%	365	\$1 MILL.	—	—	—	—	—	50%	55%	60%	60%	—/20	20	—	—/50%	—/25-75%	66½%	66½%	Y	—	—	—	—	1xSAL	N	Y	Y	N	Y	
80%	UNL	\$1 MILL.	100%	—	—	—	—	40%	50%	60%	—	50/20	10	60	1/50%	1/50%	50%	50%	N	—	—	—	—	—	Y	Y	Y	N	N	
100%	365	X	50%	50%	None	—	\$20	40%	50%	60%	70%	55/10	10	—	—/60%	1/40%	(Spouse 20%-Child 15%)	N	—	\$400	\$800	\$800	\$20,000	Y	N	Y	Y	Y		
50%	100	\$250,000	—	—	—	—	80%	—	—	52%	60%	55/30	5	62	1/52%	5/52%	—	—	N	—	—	—	—	\$30,000	N	N	N	N	Y	
70%	120	\$1 MILL.	—	—	—	—	80%	40%	51¼%	62½%	73%	55/5	5	65	—/66½%	5/40%	50%	50%	Y	X	\$600	—	—	X	N	X	N	N	N	
75%	X	\$50,000	—	—	—	—	80%	50%	67.5%	75%	—	—/20	10	—	10/75%	—	—	—	Y	—	X	X	X	\$10,000	N	X	Y	Y	N	
80%	365	\$250,000	—	—	—	—	—	1¼%y	1¼%y	1¼%y	1¼%y	50/10	5	55	—/1¼%y	5/1¼%y	1¼%y	1¼%y	Y	¾%	—	—	—	2xSAL	N	N	N	N	N	
50%	365	UNL	—	—	—	—	50%	62%	70.5%	79.5%	87.5%	51/30	10	70	10/75%	10/75%	Same	Same	N	—	—	—	—	\$5,000	Y	N	Y	N	Y	
100%	365	\$1 MILL.	100%	—	—	100%	100%	50%	60%	65%	—	—/24	15	65	5/66½%	5/40%	25%	25%	N	16.7%	—	—	—	\$5,000	Y	Y	Y	Y	Y	
100%	—	\$1 MILL.	100%	—	—	—	—	40%	50%	60%	70%	50/20	20	—	5/50%	5/10-50%	50%	MAX	50%	N	—	\$600	\$804	\$996	\$10,000	N	N	Y	Y	Y
100%	X	80/20%	—	—	—	—	—	—	50%	60%	—	50/25	10	60	10/50%	10/X	50%	50%	Y	50%	—	—	—	\$7,000	N	X	Y	N	N	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 100,000 to 250,000 (Continued)																									
*Lexington, KY	X	31,624	40,358	19,780	25,247	17,921	22,873	16,234	20,720	13,998	17,865	13,459	18,942	8	40	Y	8/1	—	15-21	15/75	EXCESS	—	X	\$60	
Lincoln, NB	235	33,000	54,500	23,799	32,710	18,547	26,131	16,841	23,724	16,841	23,724	16,034	21,511	16½	40	Y	10/2	X	10-20	12/156	—	—	\$360	\$360	
*Livonia, MI	132	35,630	41,600	35,277	37,668	31,574	32,822	27,997	29,889	27,997	29,889	21,445	25,001	4	40	Y	13/2	2	20-28	12/UNL	60%L	—	—	\$350P	—
*Macon, GA	250	—	—	20,779	29,557	19,204	27,331	16,453	23,379	16,453	23,379	12,293	17,410	9	40	Y	8/1	—	5-20	10/90	—	—	\$150	—	
*Mesa, AZ	247	—	—	38,857	40,846	33,499	35,165	27,378	30,264	20,293	26,039	19,292	24,788	2	40	Y	8/1	—	12-16	12/130	—	—	\$350	—	
*Mobile, AL	318	27,936	37,440	18,910	25,344	17,148	22,922	15,564	29,856	—	—	12,192	16,332	5½	40	Y	11½/1½	—	10-20	10/UNL	75%	—	—	\$100	—
Modesto, CA	152	—	—	33,804	41,088	30,660	37,272	27,816	33,804	25,188	30,612	20,724	27,768	3½	40	Y	10/1	—	10-25	(250)	25%	—	—	\$420	—
*Newport News, VA	232	35,700	47,250	23,050	26,950	20,800	24,750	18,750	22,100	13,150	18,750	13,150	18,750	X	40	Y	9½/1½	2	10-20	15/120	—	—	\$544	—	
*Orlando, FL	408	50,000	—	27,000	—	25,200	—	20,043	—	19,702	—	14,780	20,623	20	40	Y	5/1	1	10-25	13/NA	33½%	—	—	\$360	—
*Oxnard, CA	89	46,032	56,172	41,676	50,856	35,196	42,936	25,356	30,936	23,544	28,728	21,936	26,736	3.5	40	Y	9.5/1½	—	10-20	12/75	50%	—	—	\$350	—
*Pasadena, TX	200	43,476	—	34,541	—	32,294	—	28,144	30,371	28,144	30,371	21,839	26,035	8	40	Y	10½/2	—	10-25	15/UNL	—	—	—	\$600	—
Peoria, IL	203	32,316	51,708	28,418	41,158	25,740	37,258	22,204	32,136	—	—	18,018	29,328	16	40	Y	9½/1½	5	10-20	12/120	80%	—	—	\$425	—
*Portsmouth, VA	205	30,971	45,947	17,992	26,707	14,717	21,923	13,374	19,864	12,105	17,992	12,105	17,992	15	40	N	8/1	—	12-19	18/UNL	—	—	\$600P	—	
*Providence, RI	411	35,565	38,766	25,287	27,563	23,254	25,347	21,220	23,130	15,267	21,001	17,718	19,267	1½	37½	Y	12/2	1	15-25	15/140	100%	.026	\$150	\$315	
Pueblo, CO	175	—	40,740	—	28,836	—	—	—	24,948	—	—	15,360	21,444	3	40	Y	10/X	2	12-20	18/190	75d+	—	—	\$200	\$95m
*Reno, NV	270	—	45,060	37,822	40,032	31,587	34,651	29,254	29,811	—	24,189	17,616	23,034	5	40	Y	11/2	—	13-26	13/UNL	—	.25	\$500	—	
*Richmond, VA	567	35,542	50,232	21,710	30,654	19,656	27,768	17,810	25,168	17,368	24,544	16,536	23,374	8	40	Y	11½/2	—	12-18	12/150	—	—/1.50	\$250	—	
*Roanoke, VA	167	29,085	—	20,871	—	17,170	—	15,724	—	12,936	—	12,936	16,510	4½	40	Y	8/X	—	15	—	—	—	\$300P	Y	
Rockford, IL	255	—	41,000	—	34,451	—	29,957	—	27,012	19,773	24,556	14,550	22,623	10	40	Y	12/1	—	10-20	UNL	—	—	\$305	\$160	
*St. Petersburg, FL	322	37,500	52,500	—	—	27,456	30,264	23,504	25,896	15,949	21,457	15,949	21,457	8	40	Y	9/1	—	15-21	13/150	50%L	.38/1.50	\$400	—	
*Salt Lake City, UT	364	38,316	50,916	35,268	40,392	31,764	35,412	28,308	32,424	—	—	16,560	25,488	6	40	Y	11/1	1	12-22	12/UNL	25%	—	—	\$50	—
*Santa Ana, CA	316	57,168	—	46,092	—	40,224	—	27,456	—	24,912	—	23,724	33,384	9	40	Y	10/1	—	10-15	12/200	33%	—	—	—	—
Shreveport, LA	X	—	37,500	—	25,800	—	23,300	—	20,300	—	—	10,650	18,400	6	40	Y	8/2	—	18-30	(365)	—	—	—	\$400	—
South Bend, IN	233	—	26,730	—	24,530	—	21,130	—	20,130	—	—	12,400	16,100	1	40	Y	11/X	—	13-28	30/90	X	\$300	\$500	X	
*Springfield, IL	193	35,700	—	27,167	2%	21,706	2%	23,551	2%	21,516	2%	20,904	2%	20	40	Y	10/2	1	10-18	12/120	12%	—	Pd.	—	—
*Springfield, MO	192	31,594	38,940	25,132	30,618	22,755	27,656	20,731	25,153	19,063	23,088	15,913	19,146	4	40	Y	8/1	3	10-20	12/120	67%	—	—	\$700	—
*Stamford, CT	X	40,800	—	31,942	—	28,257	—	24,173	—	24,173	—	18,822	20,848	4	40	Y	13½/2	—	10-25	UNL	—	10%/15%	\$400	\$400	
*Syracuse, NY	453	33,745	35,601	26,584	—	24,626	—	22,670	—	—	—	13,612	20,306	5	40	Y	12/1	3	15-22	(180)	—	.15	\$370	—	
Tacoma, WA	261	50,112	60,343	42,678	44,787	37,104	38,962	32,238	33,867	28,710	31,654	22,341	29,441	3½	40	Y	11/1	—	12-30	12/UNL	25%	—	—	\$300	X
*Tampa, FL	682	—	41,642	29,636	32,178	26,189	28,443	22,211	24,222	20,376	21,260	16,067	18,962	10	42.5	Y	11/2	—	13-25	12/UNL	—	—	—	\$150P	—
*Tempe, AR	172	35,941	53,900	30,124	40,660	25,925	34,991	22,312	30,124	19,195	25,925	18,260	24,649	6	40	Y	10/2	—	12-21	12/60	25%	.15/.20	\$350	—	
Topeka, KS	231	25,563	36,587	18,999	26,811	18,262	25,646	22,500	22,800	21,300	21,900	14,100	19,500	4	40	Y	8½/2½	—	12-27	12/UNL	45d	—	—	\$516+	—
*Torrance, CA	231	50,676	61,596	46,584	51,360	34,632	38,184	28,428	32,952	26,160	28,097	13,752	27,132	7	38	Y	12½/1½	—	9-25	9/—	82%	—	—	\$1,008	—
*Warren, MI	231	—	42,412	—	34,361	—	31,237	—	28,398	—	25,816	20,150	23,492	4	40	Y	13/1	3	20-30	12/225	80%	X	\$250	\$250	
*Winston-Salem, NC	365	36,171	42,316	24,190	30,264	22,194	27,643	20,197	25,230	16,786	21,133	16,786	21,133	5	40	Y	9/1	—	10-24	12/UNL	—	—	—	\$300	—
Worcester, MA	X	30,292	36,941	23,981	26,047	21,957	23,898	19,598	21,414	—	—	12,168	18,513	4	40	Y	11/1	X	X	15/150	13%	X	\$395	X	
*Yonker, NY	485	52,500	52,500	38,668	40,601	35,364	37,132	31,082	32,637	29,071	30,361	19,671	27,561	3	36	Y	11/1	4	20-25	UNL	—	5%	\$400	—	
POPULATION 50,000 to 100,000																									
Abington Twp., PA	82	36,650	—	32,525	—	30,50	—	26,058	—	24,430	—	16,639	23,266	2½	40	Y	13/X	X	6-30	UNL	—	—/20%	\$380	—	

HEALTH BENEFITS								PENSION						DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL				LEGAL		Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree							
80%	X	80%	80%	80%	—	—	80%	50%	62.5%	75%	75%	50/20	20	68	—/75%	X/5%	50%	1½%y	N	—	\$699	\$1,000	\$1,000	\$5,000	N	N	Y	N	N	
66⅔%	—	—	—	—	—	—	—	7%	7%	7%	7%	55/21	10	65	—/50%	—	50%	—	N	—	5%	10%	12½%	—	N	N	N	Y	N	
100%	UNL	X	\$225y	—	—	100%	\$2D	45%	56¼%	67.5%	77.5%	52/10	10	—	—/66⅔%	10/66⅔%	—	—	Y	—	—	—	—	SAL + 3T	N	N	Y	Y	Y	
100%	365	\$1 MILL.	—	—	—	—	100%	—	50%	50%	50%	50/25	—	—	—/50%	15/VAR	25%	VAR	N	—	—	—	—	1½xSAL	N	N	Y	N	Y	
100%	UNL	\$250,000	80%	—	\$1,600	100%	80%	50%	55%	60%	60%	—/20	X	—	—/60%	—/60%	50%	X	N	—	—	—	—	\$20,000	N	X	Y	N	N	
100%	365	X	80%	80%	—	—	80%	50%	52½%	55%	60%	55/20	15	70	—/60%	15/50%	VAR	VAR	Y	X	—	10%	—	2xSAL	Y	X	Y	N	N	
80%	UNL	\$300,000	70%+ 70%+	—	—	—	80%	50%	62.5%	75%	75%	50/20	5	55	5/rated	5/rated	50%	25%	N	—	—	—	—	\$2,000	N	N	N	Y	Y	
66%	360	\$100,000	—	—	—	—	—	37%	46%	55%	64%	55/10	10	63	—/75%	10/28%	50%	50%	Y	—	\$300	\$500	\$500	\$3,300	Y	N	N	N	N	
80%	UNL	UNL	—	—	—	—	80%	60%	80%	80%	80%	47/20	10	—	—/80%	—/3%y	75% of PEN.	65% of PEN.	Y	—	X	X	X	1xSAL	X	X	X	X	X	
VAR	VAR	VAR	100%	50%	\$500	—	X	40%	50%	60%	70%	50/20	X	60	—/50%	5/9%	X	X	N	—	5%	10%	—	\$1,000	X	X	Y	Y	Y	
80%	UNL	\$1 MILL.	80%	60%	—	—	80%	X	X	X	X	VAR	10	70	1/X	10/X	X	X	Y	—	—	—	—	1xSAL	N	N	Y	N	N	
80%	—	\$200,000	80%	50%	—	—	80%	50%	60%	75%	75%	50/20	10	65	—/50%	10/50%	65%	50%	N	—	\$750	\$750	\$750	\$6,000	N	N	N	Y	Y	
86%	365	\$250,000	—	—	—	—	—	—	50%	60%	72%	—/25	10	62	—/67%	10/20%	50%	X	N	—	—	—	—	85xSAL	N	N	Y	N	N	
100%	365	\$1 MILL.	100%	100%	\$850	100%	100%	50%	60%	70%	74%	—/10	3	60	—/66⅔%	20/50%	66⅔%	33¾%	N	—	\$2,000	\$3,000	\$3,500	\$5,000	Y	Y	N	Y	N	
100%	X	\$1 MILL.	100%	100%	50%	—	—	—	50%	55%	60%	55/25	10	70	—/30 or 40%	—	(15%S-10%C)	—	N	—	X	X	X	\$5,000	N	N	Y	Y	N	
100%	UNL	\$50,000	80%	50%	—	—	80%	50%	62.5%	75%	87.5%	50/20	10	—	—/66%	—	\$200m	—	N	—	—	—	—	\$5,000	N	N	Y	Y	N	
74%	365%	\$100,000	—	—	—	—	—	40%	46%	52%	58%	60/—	5	65	—/66%	5/VAR	100%	100%	Y	2½y	\$300	\$600	\$600	2xSAL	N	N	N	N	N	
X	X	X	—	—	—	—	—	28.57%	35.71%	42.86%	50%	—/20	10	65	—/66⅔%	5/X	66⅔%	50% of PEN.	Y	—	—	—	—	2xSAL	N	N	N	N	N	
Y	—	\$250,000	50%	—	—	—	80%	50%	60%	70%	75%	50/20	10	65	—/65%	10/50%	65%	50%	N	—	—	—	—	—	Y	N	Y	Y	Y	
80%	UNL	\$250,000	—	—	—	—	80%	50%	60%	60%	60%	55/20	7	60	—/60%	X/2.5%y	30%	30%	Y	X	\$30	\$80	—	\$2,000	N	X	Y	Y	N	
100%	30	UNL	80%	50%	—	—	80%	—	50%	55%	60%	50/25	10	65	—/50%	2%y	37½%	37½%	N	—	\$35	\$50	\$75	1xSAL	N	N	Y	Y	N	
VAR	UNL	\$250,000	100%	80%	50%	—	80%	50%	50-65%	60-75%	75%	50/20	10	60	1/100%	1/66⅔%	to 75%	50%+	N	—	X	X	X	\$10,000+	N	N	Y	Y	N	
60%	X	X	60%	—	\$700	—	X	X	82.5%	100%	100%	50/20	12	—	—/66%	5/3⅓%y	60%	40%	N	—	—	—	—	VAR	N	X	Y	Y	Y	
100%	X	X	X	X	X	X	X	50%	60%	79%	79%	55/20	X	X	X/50%	X/50%	30-50%	30-50%	N	—	X	X	X	\$6,000	N	N	N	N	Y	
50%	365	100%	—	—	—	—	—	50%	58%	70%	80%	50/20	X	62	1/65%	1/50%	50%	50%	N	—	—	—	—	\$2,000	Y	Y	Y	Y	Y	
100%	90	\$100,000	—	—	—	—	—	40%	50%	60%	70%	50/20	20	60	—/66.6%	5/25%	66.6%	2%y	N	—	\$200	\$500	\$500	—	N	N	N	N	Y	
100%	180	\$25,000	75%	X	\$1,000	50%	75%	50%	60%	70%	74%	—/20	20	65	—/25-50%	20/25-50%	50%	50%	N	—	\$300	\$650	\$900	1xSAL	N	N	Y	Y	N	
Y	90	\$10,000	—	—	—	—	—	50%	50%	50%+	50%+	40/20	10	62	—/75%	—/—	X	—	Y	—	—	—	—	\$15,000	N	N	Y	Y	Y	
100%	UNL	UNL	100%	X	\$500	100%	100%	40%	50%	60%	60%	50/25	10	—	X/100%	X/100%	100%	100%	N	6%	X	X	X	1xSAL	N	N	Y	Y	N	
100%	zunl	\$500,000	—	—	—	—	—	50%	61.5%	65%	65%	46/20	20	—	1/65%	10/2½%y	50% of PEN.	—	N	—	\$30	\$50	—	\$12,500	N	N	Y	Y	N	
100%	UNL	\$1 MILL.	—	—	—	—	—	50%	55%	60%	60%	—/20	10	65	—/66%	—/66%	35-66%	—	Y	—	—	—	—	1xSAL	N	X	N	N	Y	
100%	UNL	\$1 MILL.	50%	50%	—	—	—	40%	50%	60%	70%	55/20	20	60	5/50+%	5/50+%	50-75%	2%-50%	N	NA	—	—	—	\$10,000	N	Y	Y	Y	Y	
100%	UNL	\$1 MILL.	80%	—	\$2,000	80%	80%	2%y	2%y	2%y	2%y	50/5	5	60	—/50%	10/33%	50%	½y	SAL	N	—	15%	20%	—	—	Y	N	Y	Y	N
100%	365	UNL	75%	—	\$500	—	\$2D	—	56¼%	61¼%	66¼%	50/25	10	65	—/50%	5/1½%y	60%	60%	N	—	\$400	—	—	\$20,000	N	X	Y	Y	Y	
100%	70	\$250,000	—	—	—	—	—	X	X	100%	100%	50/20	5	65	5/100%	5/100%	—	—	N	—	—	—	—	1xSAL	N	N	N	N	Y	
75%	X	X	X	X	X	X	X	50%	65%	75%	80%	X/X	X	65	X/72%	15/50-60%	100%	VAR	N	—	\$250	\$500	\$750	\$2,000	N	X	Y	Y	Y	
100%	X	\$1 MILL.	(Sch. Rate)	\$1,500	\$60	X	X	50%	(50%+ 1/60 per yr.)	—/—	—/—	—/—	10	64	X/75%	—	X/75%	—	Y	—	—	—	—	\$20,000	Y	Y	Y	Y	N	
100%	UNL	\$100,000	100%	—	—	—	100%	40%	50%	50%	50%	50/25	12	—	10/50%	10/50%	—	—	N	—	\$200	\$300	\$400	\$30,000	X	X	Y	Y	Y	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays	Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX													
POPULATION 50,000 to 100,000 (Continued)																										
*Alameda, CA	92	47,688	52,524	40,368	44,376	35,652	39,252	31,548	34,800	—	—	24,720	28,596	3	40	Y	12/1½	—	10-25	10+/200	30%	—	—	\$360	—	
Albany, GA	189	26,000	38,396	14,872	21,881	14,872	21,881	13,832	20,342	14,872	21,881	11,980	17,596	8	40	Y	7/1	—	10-28	(180)	—	—	—	\$300	Y	
Altoona, PA	89	27,286	—	24,806	—	22,551	—	20,501	—	15,000	19,323	—	—	4	40	Y	11/1½	4	15-20	21/180	—	5%	—	\$400	X	
*Arlington Heights, IL	63	33,929	35,615	32,290	33,929	30,755	32,290	27,898	29,291	—	—	20,824	26,570	5	40	Y	11/X	X	12-20	12/120	—	—	—	X	—	
Arvada, CO	110	—	48,140	36,852	38,880	33,240	35,100	29,940	31,584	25,824	25,184	18,792	25,824	4	40	Y	10/1	1	12-20	12/X	60d	—	—	FURN	ALL	
*Asheville, NC	133	—	—	20,332	25,974	17,550	22,438	15,964	20,332	15,184	18,460	11,908	18,460	6	40	Y	8/X	X	12-15	15/UNL	X	X	—	\$500	Y	
*Bayonne, NJ	181	38,500	—	27,400	—	25,119	—	22,900	—	14,528	20,362	14,228	20,062	5	40	Y	8/1	VAR	5-20	UNL	—	—	—	\$450	—	
Bellevue, WA	111	63,369	65,705	35,052	38,649	29,052	31,152	—	—	24,000	27,360	19,752	27,360	3½	40	Y	11/1	—	13-32	6m	—	—	—	\$315P	—	
Bellingham, WA	X	—	36,700	—	33,200	—	—	25,452	30,372	22,380	26,736	19,872	25,176	8	40	Y	11/1	—	10-21	12/60	—	—	—	\$325P	—	
Berwyn, IL	68	35,610	—	26,800	—	26,350	—	25,407	—	24,780	25,125	18,430	24,241	10	40	Y	11/1	—	7-32	12/36	—	—	—	\$300	—	
Binghamton, NY	X	—	32,722	—	26,909	—	24,540	—	23,042	—	—	14,352	20,788	X	40	Y	11/X	3	X	12/X	X	VAR	—	\$370	—	
Bloomington, IN	58	25,110	27,360	18,750	21,000	18,250	20,500	17,300	20,200	Rank	Rank	16,200	18,850	10	37½	Y	13/2	—	12-20	UNL	—	.20	—	\$850	—	
Bloomington, MN	90	—	51,500	36,288	37,900	32,268	33,876	29,285	30,816	—	—	22,164	29,285	15	40	Y	10/2	—	10-25	12/—	—	—	—	\$325	—	
Boardman Twp., OH	35	27,068	—	22,347	—	—	—	20,622	—	20,622	—	16,230	18,605	4	40	Y	11/1½	—	10-30	120/NA	—	—	—	\$350	—	
Bossier City, LA	97	25,728	33,120	—	22,324	20,856	21,828	17,424	19,560	—	—	10,000	16,308	10	40	Y	6/2	—	15-30	12/X	—	—	—	\$320	—	
*Bristol, CT	91	22,000	40,000	23,982	25,680	21,412	22,929	19,118	20,472	16,748	18,595	16,499	18,345	2	37½	Y	13/1	X	10-20	5/150	35%	Y	—	\$350	X	
*Brownsville, TX	X	32,884	—	21,008	—	19,427	—	17,992	—	—	—	13,166	17,160	4	40	Y	10/1½	X	15	30/X	—	—	—	\$360	—	
*Buena Park, CA	92	36,816	51,552	33,720	43,284	30,288	38,556	24,804	31,392	21,312	26,748	20,712	26,148	3½	40	Y	10/1½	X	10-20	12/X	50%	—	—	\$325	—	
Camden, NJ	282	—	33,384	—	26,221	—	23,789	—	21,683	18,433	22,753	16,768	21,088	5	40	Y	14/1	—	15-25	18/X	50%	6%	—	\$600	\$250	
Canton, OH	191	26,307	34,971	19,828	27,765	17,833	24,918	16,013	22,582	—	—	16,000	20,000	2	40	Y	10/1½	1	7-42	7/365	100%	.15/.22	—	\$510	—	
*Casper, WY	86	34,668	42,132	31,668	—	29,160	—	27,324	—	24,756	—	18,480	24,756	5	40	Y	11/1½	5	18-20	18/UNL	45d	—	—	\$300	—	
*Charleston, WV	14	—	29,667	—	25,530	22,090	22,630	19,977	20,697	—	—	15,491	19,977	18	40	Y	13/1½	X	15-20	15/45	—	—	—	\$400	—	
*Cheyenne, WY	84	34,860	46,704	25,248	29,904	23,916	26,904	22,596	25,248	14,880	23,916	14,880	23,916	7	40	Y	12/1½	—	10-25	50d	50%	—	—	\$720P	—	
*Chicopee, MA	102	—	33,037	—	27,162	—	24,252	—	20,552	—	24,252	—	16,448	—	37½	Y	X/1½	3	10-28	15/X	\$1,750	—	—	\$300	—	
*Chula Vista, CA	93	34,800	50,400	32,056	38,988	26,798	32,558	23,708	28,823	—	25,509	18,126	24,294	4½	40	Y	7/1½	4	10-20	96/UNL	25d	N	—	—	\$200	
Cicero, IL	90	—	32,000	—	29,000	—	26,940	24,390	25,328	19,015	23,774	19,015	23,774	19	40	Y	10/X	—	14-35	45/—	—	—	—	—	—	
*Clearwater, FL	185	—	48,440	26,835	31,046	25,603	29,580	22,575	27,497	16,399	20,921	15,618	19,925	5	40	Y	9/2	3	10-20	15/—	50%	5%/7%	—	\$500	UNL	
*Clifton, NJ	135	29,392	38,116	24,116	31,355	21,876	28,436	19,844	25,799	+350	+350	18,001	23,399	5	38¼	Y	8/1½	2	14-22	15/UNL	—	—	—	\$350	—	
*Columbia, MO	90	18,009	55,638	25,260	29,174	17,089	26,907	16,717	25,309	—	—	13,807	21,780	VAR	40	Y	6/1½	3	10-20	18/UNL	—	.265/.265	—	\$720	ALL	
Costa Mesa, CA	123	42,300	51,408	35,232	42,828	30,804	37,452	26,616	32,340	—	—	22,164	28,296	4	40	Y	11/1	—	11½-23½	12/90	—	—	—	\$288	—	
*Council Bluffs, IA	56	—	35,532	22,092	25,284	20,088	22,980	18,264	20,892	17,520	19,560	15,228	18,996	25	40	Y	11/1	—	10-25	(180)	20%	\$150y	—	\$600	X	
*Cranston, RI	135	—	30,673	—	25,594	—	21,660	—	19,692	—	19,692	16,057	18,056	3	37½	Y	12/2	—	16-26	20/120	—	—	—	100%	\$425	
*Decatur, IL	125	27,653	44,641	25,284	37,136	23,743	33,126	26,759	28,097	21,490	25,483	18,111	22,014	4	40	Y	11/1	—	10-20	12/135	\$5/d	—	—	\$300	X	
*Des Plaines, IL	95	38,905	47,286	34,244	37,753	31,705	33,290	28,940	30,386	20,503	28,344	19,000	26,602	6	40	Y	10½/1	1-3	10-25	12/90+	50%	—	—	\$390	—	
*Dothan, AL	76	Open	Open	18,688	25,868	16,120	22,314	13,500	18,688	—	—	10,977	15,195	VAR	40	Y	9/1	1	12-18	18/90	50%	—	—	\$400P	—	
*Downey, CA	104	46,872	56,964	37,596	45,708	30,127	37,322	27,069	33,532	24,988	30,956	22,450	27,812	3½	40	Y	11/1½	—	10-20	12/UNL	50%	—	—	FURN	—	
Dubuque, IO	76	27,996	33,945	22,360	26,478	—	—	19,698	23,858	20,858	21,930	18,125	20,709	4	40	Y	10/2	1	10-25	12/120	50%L	.10/.15	—	\$250	—	
*East Hartford, CT	109	26,852	28,906	24,865	26,852	21,413	23,165	19,799	21,413	19,038	19,397	15,657	19,038	4	38	Y	11/1	X	5-25	15/UNL	—	—	—	\$200	\$120	
East Orange, NJ	230	—	—	—	32,481	—	28,916	—	26,071	—	—	16,300	22,801	6	40	Y	13/1	X	16-21	X	—	—	—	\$400	—	
*East Providence, RI	94	25,679	29,865	22,033	25,679	19,434	22,972	17,918	21,167	16,474	19,434	16,474	19,434	2	37½	Y	13/2	2	16-20	15/UNL	50%	—	—	UNL	\$200	
*Edison Twp., NJ	146	43,270	—	34,189	—	30,390	—	27,013	—	27,013	—	15,160	24,012	5	37½	Y	8/X	4	14-42	15/243	15d	Y	—	\$600	—	

HEALTH BENEFITS								PENSION						DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement			
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension		60 Credits	120 Credits				Master's Degree	Choice of Counsel	Limitation on Fee
—	—	—	80%	80%	—	—	—	—	50%	75%	75%	50/25	10 60	—/50%	—	25%	—	—	N	—	\$90	\$90	\$90	\$15,000	N	X	Y	N	Y
78%	30	\$1 MILL.	—	—	—	—	80%	35%	43.75%	52.5%	61.25%	—/20	10 70	—/60%	10/50%L	50%	—	Y	—	—	X	X	10%	\$15,000+	N	X	N	N	N
100%	365	100%	100%	100%	\$600	X	\$20	50%	50%	50%	50%	55/X	X 65	—	(ALL: 1-9 yrs. 25%, 10 yrs. 50%)	50%	—	N	—	—	\$200	\$450	—	\$15,000	Y	N	Y	Y	Y
80%	120	\$20,400	—	—	—	—	—	50%	60%	70%	75%	50/20	10 70	—/65%	10/50%	65%	50%	N	8.5%	X	X	X	—	X	X	X	Y	N	Y
90%	45	\$250,000	70%	50%	—	\$25	—	50%	65%	65%	65%	55/25	10 60	—/50%	—/50%	50%	50%	N	—	—	—	—	—	1½xSAL	N	Y	N	N	N
100%	X	Y	X	X	X	X	80%	X	X	3½%	3½%	55/30	20 67	—/70%	X/3½%	50%	X	Y	X	X	X	X	\$6,000	N	N	Y	N	Y	
100%	120	\$1 MILL.	100%	50%	\$1,000	—	—	—	60%	65%	70%	X/25	15 65	—/40%	5/40%	½ PENS.	½ PENS.	N	—	—	—	—	\$2,000	Y	Y	Y	Y	Y	
100%	None	None	100%	—	—	100%	100%	40%	50%	60%	60%	50/5	5 65	—/50%+	—/50%+	50%	50%	N	—	\$69	\$125	\$125	\$10,000	N	N	Y	Y	N	
100%	X	X	90%	X	X	90%	90%	40%	50%	60%	60%	50/5	5 60	—/50%	—/50%	50%	50%	N	X	—	—	—	—	N	N	Y	Y	N	
100%	X	X	—	—	—	—	—	50%	60%	70%	75%	50/20	10 60	—/65%	10/50%	65%	50%	N	—	—	—	—	\$10,000	N	N	Y	Y	Y	
Y	X	Y	N	X	—	X	Y	50%	—	—	—	62/X	X 62	—	X	X	X	Y	X	X	X	X	X	X	X	X	Y	X	N
75%	UNL	UNL	75%	—	—	—	—	50%	60%	70%	75%	41/20	20 65	—/55%	—/55%	55%	55%	N	—	—	—	—	\$11,000	Y	N	N	Y	Y	
100%	—	—	80%	—	—	—	—	43%	50%	53%	53%	50/20	20 —	1/50%	1/50%	25%	25%	N	—	—	—	—	\$12,000	N	X	Y	Y	N	
100%	—	—	25%	—	—	50%	100%	—	—	—	—	—/25	— 70	—	—	—	—	N	—	—	—	—	\$10,000	Y	N	Y	Y	Y	
100%	X	None	—	—	—	—	80%	3%y	3%y	3%y	3%y	50/20	12 —	X/60%	10/2¼%y	66⅔%	\$200m	N	—	—	—	—	\$10,000+	N	X	Y	N	N	
100%	X	\$100,000	80%	50%	X	X	100%	40%	50%	50%	50%	43/25	10 70	X	X	50%	X	N	—	—	X	X	X	\$8,000	N	N	N	Y	Y
100%	—	\$1 MILL.	—	—	—	—	80%	X	X	X	X	55/15	20 —	X/66⅔%	—	—	(1 yr. Salary)	Y	13.4%	\$15	\$30	—	—	X	Y	N	Y	Y	
\$100	VAR	VAR	80%	X	X	X	X	(Calif. Highway Patrol Plan)	50/55	5 X	—	50/55	5 X	X	X	X	X	N	—	—	\$30	\$60	X	\$7,500	Y	Y	N	Y	N
Y	365	X	Y	—	—	—	Y	X	60%	65%	65%	—/—	15 —	5/66⅔%	5/40%	X	X	N	—	—	\$10	—	—	—	N	N	Y	Y	N
100%	365	\$250,000	—	—	—	—	80%	30%	60%	67½%	72%	48/25	15 —	—/72%	5/60%	16½%	16½%	N	—	—	—	—	\$10,000	N	N	Y	N	Y	
80%	365	\$5,123	50%	—	50%	—	80%	50%	62.5%	62.5%	62.5%	41/20	10 —	—/62.5%	—	—	—	N	—	\$40	\$60	\$60	100%	N	X	Y	N	N	
100%	X	\$100,000	—	—	—	—	\$100D	60%	65%	70%	70%	50/20	— 65	—	5/60%	30%	30%	N	—	\$30	\$60	\$60	\$10,000	Y	Y	Y	N	Y	
100%	365	\$200,000	—	—	—	—	—	50%	62.5%	—	—	41/20	10 60	—/62.5%	—/50%	50%	50%	N	—	X	X	X	1xSAL	N	N	Y	N	N	
50%	120	90%	—	—	—	—	90%	2.0%	2.5%	2.5%	2.5%	55/20	20 65	X/72%	—	—	—	N	—	10%	20%	25%	\$2,000	N	N	Y	Y	Y	
100%	UNL	\$1 MILL.	—	—	—	—	—	50%	50%	50%	50%	50/15	5 65	—/50%	5/X	25%	25%	N	—	2½%	5%	—	\$3,000	Y	X	Y	Y	N	
100%	45	\$500,000	—	—	—	—	—	50%	60%	70%	75%	50/20	X 63	10/50%	—	X	X	N	—	—	—	—	\$5,000	X	X	Y	N	Y	
100%	X	\$1 MILL.	—	—	—	—	80%	50%	62.5%	75%	87.5%	—/20	10 —	—/75%	10/2¼%y	75%	2½%y	N	—	\$60	\$130	—	\$20,000	N	N	Y	Y	N	
100%	120	\$250,000	50%	—	\$1,000	—	100%	40%	60%	65%	65%	—/25	15 65	—/66⅔%	5/40%	50%	50%	N	—	\$1,200	—	—	\$10,000	Y	N	Y	Y	Y	
100%	70	\$1 MILL.	70%	—	—	—	100%	—	50%	—	—	—/25	X 70	1/50%	1/50%	50%	50%	Y	100%	\$1,099	\$4,780	—	1½xSAL	N	X	X	Y	Y	
80%	365	\$1 MILL.	80%	50%	\$1,500	—	80%	40%	50%	60%	70%	50/10	10 60	1/65%	1/65%	VAR	VAR	N	—	—	\$70	\$75	SAL	Y	N	N	Y	N	
75%	180	\$250,000	—	—	—	—	—	X	50%	50%	50%	55/22	15 65	5/66%	5/40%	50%	25%	N	—	\$48	\$110	\$110	\$5,000	N	Y	Y	Y	Y	
100%	365	\$250,000	100%	—	—	—	100%	50%	60%	70%	70%	—/15	20 65	—/50%	—/50%	66⅔%	66⅔%	N	—	\$2,000	\$3,000	\$3,500	\$10,000	N	N	Y	Y	N	
100%	120	90%	—	—	—	—	90%	50%	60%	70%	75%	50/20	10 62	—/65%	10/50%	65%	50%	N	8½%	—	—	—	\$5,000	Y	N	Y	Y	Y	
100%	120	\$1 MILL.	—	—	—	—	—	50%	60%	70%	75%	50/20	20 70	—/65%	10/50%	50%	50%	N	—	—	—	—	\$10,000+	N	N	Y	Y	N	
85%	365	85%	—	—	—	—	85%	—	50%	55.5%	60.5%	55/25	— 70	—/100%	10/2%y	—	(Pension Contrib.)	Y	—	—	—	—	\$5,000	N	N	Y	N	Y	
100%	180	\$250,000	100%	70%	\$500	—	—	2%y	2.7%y	75%	—	50/20	5 60	—/50%	5/1.8%y	50%	50%	N	—	5½%	5½%	5½%	\$4,000	N	N	N	Y	N	
100%	365	\$250	80%	50%	\$50	100%	100%	42%	50%	50%	50%	55/15	15 —	—/66%	5/40%	50%	50%	N	—	5%	—	—	\$9,000	N	N	Y	Y	Y	
X	100	\$365	25%	—	—	—	100%	2%y	50%	60%	70%	—/25	15 65	—/50%	5/X	50%	2%yL	N	X	—	—	—	\$15,000	N	N	Y	Y	N	
100%	120	\$1 MILL.	—	—	—	—	—	40%	60%	65%	65%	X/25	10 65	5/66⅔%	5/40%	—	—	N	—	—	—	—	—	—	N	N	Y	Y	Y
100%	365	\$1 MILL.	100%	—	—	—	—	50%	60%	70%	70%	—/20	10 60	—/66⅔%	10/25%	50%	30-50%	N	—	\$2,000	\$3,000	\$3,500	\$10,000	N	N	Y	Y	N	
100%	X	UNL	100%	X	50%	100%	100%	—	60%	65%	65%	X/25	15 65	5/65%	5/38%	50%	25%	N	—	\$900	\$1,500	—	½xSAL	Y	Y	N	Y	N	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 50,000 to 100,000 (Continued)																									
Elgin, IL	94	36,338	44,944	33,568	36,391	30,058	32,652	—	—	21,972	27,468	21,972	27,468	5	41¼	Y	10/1	—	10-20	12/X	33½%	—	\$425	X	
*Elyria, OH	X	33,410	40,092	27,462	32,954	23,880	28,656	20,765	24,918	—	—	16,414	21,667	20	40	Y	10/1	6	10-25	15/UNL	100%L	\$600y	\$450	X	
Euclid, OH	105	37,637	—	29,373	—	26,229	—	23,419	—	20,90	—	18,162	20,909	2	40	Y	13/1	—	10-25	15/UNL	120d+	25/.65	\$250	\$400	
*Evanston, IL	149	—	—	28,932	36,744	25,932	32,880	23,868	30,420	—	Rank	20,376	26,172	10	40	Y	8/1	2	10-20	12/175	4d/y	—	\$375+	—	
*Fairfield, CA	75	—	54,900	37,000	45,100	30,300	38,900	26,400	35,300	—	—	22,050	26,850	3½	40	Y	10/1	18	10-20	12/X	50%	—	\$200	\$200	
Fargo, ND	85	32,004	40,056	24,720	30,912	21,432	26,832	19,464	24,372	19,464	24,372	17,712	22,176	7	40	Y	9/1	1	12-24	12/18	50%	—	\$300	—	
Fayetteville, NC	158	27,267	29,361	18,992	20,451	—	—	16,407	17,669	Rank	—	12,853	15,634	5	40	N	8/X	—	12-18	12	—	—	\$325	—	
Fort Collins, CO	X	—	46,125	—	38,782	30,492	32,779	25,719	27,195	17,343	24,280	17,343	24,280	VAR	40	Y	10/1	X	10-20	X	—	—	\$300	\$360	
*Gainesville, FL	183	33,236	45,542	24,089	32,987	21,184	29,022	20,274	23,469	15,162	20,319	15,162	20,319	5	40	Y	10/2	—	10-20	48/X	—	—	\$300	\$285	
Greenville, SC	148	31,762	39,811	23,046	28,954	18,491	23,691	16,952	21,736	15,558	19,968	14,352	18,346	5	36	Y	8/1	—	13-28	—	—	—	\$500	—	
*Greenwich, CT	147	—	44,500	—	32,374	—	27,289	—	24,342	—	22,917	17,114	21,586	4	37½	Y	12/X	1	10-25	18/180	X	Y	\$350	\$200	
*Hamden, CT	101	—	33,917	—	26,111	—	23,900	—	21,876	20,037	21,876	18,196	20,037	3	40	Y	13/1½	3	12-25	18/120	—	\$330	\$375	\$250	
Hamilton, OH	110	32,027	35,466	29,926	30,882	28,068	28,970	—	26,888	24,075	24,973	18,333	22,490	4	40	Y	9/1	4	10-24	15/270	75%L	—	\$300	ALL	
Hammond, IN	X	26,641	27,181	22,315	22,855	21,233	21,773	20,152	20,692	20,152	20,692	18,440	19,610	8	37½	Y	11/1½	—	15-30	UNL	—	—	\$555	X	
Harrisburg, PA	150	27,060	—	23,504	—	21,625	—	19,899	—	19,899	—	16,499	18,059	3	40	Y	15/2	3	10-30	13/200	100%	25/.35	\$475	\$250	
*Hilo, Hawaii	265	3,508	—	24,120	35,256	22,248	32,328	20,568	29,688	20,568	29,688	18,312	22,160	9	40	Y	13/1½	—	21	21/—	—	30	—	—	
*Huntington Beach, CA	194	48,696	60,324	36,300	44,964	31,404	38,916	26,664	33,036	22,488	27,852	22,488	27,852	3½	40	Y	9/2	—	14-24	60/—	—	—	\$500	—	
*Iowa City, IA	50	32,011	42,016	23,420	29,390	—	—	21,653	27,311	—	—	15,871	23,005	4½	40	Y	10/1½	1	12-24	12/180	50%	3½/5%	\$600P	\$70	
Irvington Twp., NJ	146	38,033	—	27,138	—	25,082	—	23,027	—	+500	—	13,803	20,560	3	40	Y	11/1	—	12-23	365	—	—	\$500	—	
Jackson, TN	124	22,600	23,424	18,192	19,020	17,236	17,652	16,272	16,692	12,870	15,660	11,880	15,180	6	40	Y	7/1	X	15-20	15/X	—	—	\$300P	—	
Joliet, IL	168	47,400	—	30,702	—	27,853	—	25,262	—	25,650	—	19,142	24,426	4	40	Y	12/2	3	10-25	10/UNL	40%	Y	\$300	\$105	
Kenosha, WI	153	35,940	40,812	27,336	31,464	26,280	28,812	22,452	22,872	22,452	22,872	20,340	21,648	2	40	Y	11/1½	X	6-26	UNL	—	25/15m	\$140P	\$180	
Kettering, OH	80	25,397	36,733	25,397	33,301	28,496	29,224	26,499	27,165	—	—	18,075	23,712	6	40	Y	9/2	5	10-20	15/180	33½%L	25	—	(\$475)	
Killeen, TX	95	—	30,816	—	21,744	—	20,544	—	19,344	16,128	18,144	12,840	18,144	4	40	Y	7/2	—	15-20	15/UNL	100%	—	\$500	—	
Kokomo, IN	X	23,400	23,400	19,000	19,570	17,601	18,130	17,108	17,622	17,108	17,622	16,450	16,944	—	40	Y	11/1	8	7-35	(180)	—	3%	\$715	—	
*Lafayette, LA	X	38,000	—	24,585	34,569	22,297	31,366	20,217	28,454	18,345	25,812	15,849	24,585	VAR	40	Y	12/2	5	15	12/364	100%	—	\$300	X	
*Lake Charles, LA	136	28,000	—	16,620	—	15,662	—	14,872	—	14,872	12,204	12,960	—	1	40	Y	—/2	1	14-33	(365)	—	—	\$280	—	
Lancaster, PA	114	35,045	35,045	30,680	31,413	26,650	27,700	23,175	24,225	21,164	22,214	13,600	21,260	5	40	Y	16/1½	—	10-25	UNL	—	Y	\$390	—	
Lawrence, MA	131	27,000	33,000	20,500	24,500	18,300	21,900	16,400	19,500	16,000	18,400	16,000	18,400	X	40	Y	11/2½	3	10-25	15/160	33½%	7%	\$300	—	
*Lawton, OK	136	25,209	31,198	21,819	22,900	18,137	21,000	—	—	+7%	—	13,852	17,700	6	8	Y	10/1	5	10-20	12/72	2½%	—	\$350	\$58m	
*Longview, TX	137	—	36,324	—	23,460	—	22,092	—	20,916	—	19,248	16,416	19,248	2	40	Y	8/1	—	10-20	15/180	—	—	\$500	—	
Lorain, OH	93	—	28,700	—	25,856	—	23,294	—	20,985	—	Rank	17,831	18,906	3	40	Y	11/1½	2	10-20	15/UNL	60d	—	\$425	—	
Lower Merion Twp., Ardmore, PA	132	—	—	—	—	—	—	26,796	28,085	—	25,596	18,500	24,491	3	40	Y	12/2	2	10-25	—/60	—	2%	100%	—	—
*Lynchburg, VA	134	26,676	34,034	18,902	24,232	16,380	20,904	14,846	18,092	11,648	17,212	11,648	17,212	7	40	Y	10/1	—	12-24	UNL	—	—	\$540	—	
*Malden, MA	115	—	38,598	26,154	27,984	23,448	25,089	20,744	22,194	—	—	18,037	19,299	3	4½	Y	11/X	2	10-25	30/150	\$10d	—/5%	\$225	\$225	
Manchester, NH	170	28,619	35,506	21,859	25,195	19,892	22,917	18,078	20,783	Rank	Rank	15,503	17,599	3	40	Y	11/1	2	10-25	15/105	—	—	100%	\$125	
Mansfield, OH	82	27,933	29,469	23,948	25,265	22,174	23,393	20,532	21,661	—	—	15,009	19,011	5	40	Y	11/2	1	14-35	15/UNL	50%	27	\$530	X	
*McAllen, TX	117	—	—	25,126	—	22,360	—	19,468	—	16,972	—	13,353	16,972	1	40	Y	8/1	—	15	12/UNL	—	—	—	\$800P	Pd.
*Meridian, MS	X	22,318	29,286	17,014	22,318	15,808	20,738	14,664	19,261	14,664	19,261	12,043	17,430	12	40	Y	10/1	—	10-20	12/180	50%	—	100%	—	
*Meriden, CT	99	—	31,750	24,375	23,466	—	22,187	—	20,168	19,268	21,177	15,283	18,371	3½	40	Y	13/1½	1	10-25	15/90	—	15/.10	\$200	—	
*Mesquite, TX	90	30,972	45,000	32,340	32,340	27,960	29,340	24,192	26,640	—	—	19,476	22,524	3	40	Y	8/1½	—	15-25	15/UNL	90d	—	\$480	Some	

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL		Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree							Amount of Life Insurance Provided by Employer
Y	365	\$250,000	—	—	—	—	80%	50%	60%	70%	75%	50/20	10	—	—/X	10/50%	50%	50%	N	—	—	—	—	\$14,000	N	N	Y	Y	Y	
100%	365	\$250,000	80%	60%	\$800	—	\$20	—	60%	67.5%	72%	52/25	X	—	X	X	X	X	X	X	—	\$121m	—	—	\$15,000	X	X	Y	Y	Y
100%	UNL	UNL	—	—	—	—	\$20	50%	60%	68½%	72%	52/25	15	—	—/72%	5/50%	100%	\$256S-\$35C	N	—	X	X	X	\$7,000	N	X	Y	Y	Y	
100%	X	X	X	X	X	X	X	50%	60%	70%	75%	50/20	10	65	—/65%	VAR	50%	50%L	N	—	4%	—	—	X	N	X	Y	Y	N	
100%	365	\$750,000	100%	—	—	—	—	40%	50%	65%	75%	50/5	5	60	—/50%	5/10%	50%	\$430m+	N	—	5%	10%	—	\$5,000	N	Y	N	Y	N	
99%	120	X	—	—	—	—	90%	(Based on Age 60)				60/20	20	70	1/45%	10/45%	\$120m	\$120m	N	—	—	—	—	—	N	N	Y	Y	Y	
80%	UNL	\$100,000	—	—	—	—	—	X	X	X	X	50/30	X	X	5/100%	5/100%	X	X	Y	—	\$680	\$1,000	—	\$20,000	N	N	Y	Y	N	
100%	UNL	None	—	—	—	—	80%	—	50%	50%	50%	55/25	—	X	X/50%	X/50%	25%	25%	N	8%	—	—	—	1½xSAL	X	X	N	N	N	
75%	—	\$250,000	—	—	—	—	80%	X	56¼%	67½%	78¾%	50/25	10	70	—/42%	5/25%	—	—	Y	Y	\$30	\$80	\$80	2½xSAL	Y	X	N	Y	Y	
95%	365	\$1 MILL.	80%	50%	\$1,000	X	X	32%	44%	52%	61%	55/5	5	65	5/X	5/X	—	—	Y	—	—	—	—	\$17,000+	N	N	Y	N	N	
100%	120	\$250,000	—	—	—	—	97%	50%	62½%	—	—	45/20	12	55	12/50%	12/X	25%	25%	N	—	4%	5%	6%	\$10,000	N	N	N	Y	N	
100%	—	\$100,000	80%	—	—	—	.75D	40%	50%	65%	80%	—/20	10	—	—/50%	10/50%	12½%	12½%	N	—	\$350	\$650	\$650	\$16,000	Y	Y	Y	Y	N	
100%	365	100%	80%	—	\$500	—	100%	—	60%	67½%	72%	52/25	15	—	X	X	X	X	X	X	X	—	—	—	\$10,000	N	N	Y	Y	Y
95%	UNL	\$300,000	—	—	—	—	80%	50%	60%	70%	72%	X/20	—	—	1/50%	X	35%	35%	X	X	—	—	—	\$10,000+	N	Y	N	N	Y	
100%	365	\$25,000	100%	50%	\$800	100%	\$1D	50%	55%	60%	60%	50/20	20	65	15/50%	—	—	—	N	—	\$100y	\$200y	—	\$35,000	N	Y	Y	Y	N	
100%	150	\$250,000	100%	60%	—	—	—	50%	62½%	75%	82%	—/10	—	70	X	X	X	X	N	—	—	—	—	—	N	N	Y	Y	N	
100%	100	\$1 MILL.	100%	100%	\$1,500	100	100	40%	50%	60%	75%	50/5	5	67	—/50-75%	VAR	VAR	VAR	N	—	\$1,500	\$3,000	—	\$10,000	Y	N	Y	Y	N	
100%	365	\$250,000	—	—	—	—	—	50%	50%	50%	50%	55/22	15	—	—/66¾%	—/50%	33¼%	25%	N	—	—	—	—	1xSAL	N	N	Y	Y	N	
100%	365	80%	—	—	—	—	—	—	60%	65%	65%	—/25	15	65	—/40-66%	5/40%	60% + 3½xSAL	3½xSAL	N	—	—	—	—	\$10,000	Y	Y	Y	Y	Y	
66%	X	80%	—	—	—	—	—	40%	45%	50%	50%	55/10	10	—	10/50%	X	X	Y	—	—	—	—	X	N	N	Y	N	Y		
80%	UNL	UNL	80%	100%	\$50	—	80%	50%	60%	70%	70%	50/20	10	65	—/60%	10/60%	60%	60%	N	—	5%	10%	10%	\$12,500	N	N	Y	Y	Y	
\$65m	365	\$25,000	X	—	—	—	X	1.8%y	1.8%y	1.8%y	1.8%y	50/—	—	—	—/80%	5/VAR	VAR	VAR	Y	—	\$420	\$600	\$600	1xSAL	N	N	Y	Y	Y	
100%	365	\$20,000	—	—	—	—	—	50%	60%	70%	72%	52/25	15	—	—/72%	5/72%	to 72%	to 72%	N	—	X	X	X	\$17,000	N	X	Y	Y	N	
100%	UNL	\$250,000	—	—	—	—	80%	50%	X	X	X	55/28	20	65	(Wo. Comp.)	X	—	(1 yrs. Salary)	Y	—	\$720	\$1,440	—	\$4,000	N	N	Y	N	N	
99%	X	X	99%	X	\$500	—	—	50%	60%	70%	74%	55/20	X	65	X	X	X	X	N	—	X	X	X	\$10,000	N	N	N	Y	Y	
80%	UNL	\$1 MILL.	—	—	—	—	80%	66¾%	81¾%	100%	100%	—	X	—	—/100%	VAR	100%	VAR	N	—	—	—	—	VAR	N	N	Y	N	Y	
50%	—	\$1 MILL.	—	—	—	—	80%	66¾%	83½%	100%	100%	55/20	20	65	—	—	—	—	N	—	—	—	—	—	N	X	Y	N	Y	
100%	UNL	\$50,000	100%	—	—	100%	—	50%	56½%	56½%	56½%	—/20	20	60	—/50%	1/50%	25%	2-25%	N	—	\$500	\$1,000	—	\$20,000	N	N	Y	Y	N	
25%	260	\$602	—	—	—	—	—	30%	68%	76%	80%	55/20	10	65	10/72%	10/55%	72%	55%	N	72%	\$1,800	\$3,500	\$4,500	—	N	N	Y	Y	Y	
80%	—	80%	—	—	—	—	—	50%	62½%	75%	75%	55/20	15	62	(Wo. Comp.)	15/X	Wo. Comp.	12/20%	N	—	7%	14%	X	\$25,000	Y	N	N	X	N	
100%	80%	\$1 MILL.	—	—	—	—	85%	—	—	—	—	—/28	10	—	10/—	10/—	X	X	Y	X	\$100	\$200	\$230	1xSAL	Y	N	N	N	N	
100%	UNL	\$250,000	—	—	—	—	\$2D	30%	60%	67.5%	72%	48/25	15	—	—/72%	10/15%+	100%	X	N	—	—	—	—	\$10,000	N	N	Y	Y	N	
100%	X	80%	100%	100%	\$800	100%	90%	—	50%	50%	50%	50/25	25	60	—/50%	—/—	25%	—	Y	50%	—	—	—	\$30,000	Y	Y	Y	Y	Y	
100%	120	\$1 MILL.	100%	80%	\$1,000	—	—	46%	70%	100%	100%	55/30	5	60	—/55%	5/55%	50%	50%	Y	100%	12%	—	—	2xSAL	N	N	N	N	X	
X	X	X	—	—	X	X	X	X	X	X	X	X	X	65	X	X	X	X	N	—	—	—	—	\$2,000	X	X	Y	N	Y	
75%	365	\$1 MILL.	—	—	—	—	—	50%	60%	70%	75%	45/20	10	—	—/66%	10/25%	50%	—	N	—	—	—	—	\$3,500	N	N	N	N	Y	
100%	365	\$250,000	100%	100%	\$500	100%	100%	—	60%	67.5%	72%	52/25	15	—	—/72%	5/60%	X	X	N	—	X	X	X	\$15,000	X	X	Y	Y	Y	
100%	365	\$100,000	—	—	—	—	—	X	X	X	X	—/28	—	70	1/50%	10/50%	100%Left	100%Left	Y	—	—	—	—	\$5,000	N	X	N	N	N	
100%	UNL	\$250,000	—	—	—	—	—	50%	58½%	66¾%	66¾%	55/30	—	65	—/50%	—	50%	—	Y	—	\$10	\$20	\$40	\$9,000	Y	Y	Y	N	N	
100%	365	80%	100%	50%	60%	1%	100%	—	50%	—	—	—	—	65	10/50%	10/50%	50%	50%	N	—	\$6	\$10	—	\$80.00	N	N	N	Y	N	
100%	UNL	\$250,000	—	—	—	—	80%	X	(ACTUARIAL SYSTEM)			VAR	20	70	1/50%	VAR	—	—	Y	—	\$60	\$100	\$100	\$20,000	X	X	Y	N	N	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 50,000 to 100,000 (Continued)																									
*Miami Beach, FL	296	42,149	47,742	37,149	42,149	32,094	37,149	29,099	32,094	—	—	20,695	27,725	5	40	Y	10/2	3	10-20	12/—	50%	.18/.23	\$600	\$300	
Midland, TX	180	UNK	—	25,680	29,700	21,120	24,456	21,120	24,456	19,140	22,176	—	—	2	40	Y	8/1½	—	12-27	15/90	33⅓%	.20/.30	\$600	ALL	
*Milford, CT	81	—	31,352	23,970	25,407	23,033	23,847	19,561	20,406	15,881	18,012	15,881	18,012	5	40	Y	12/1½	3	5-25	15/UNL	100%	.20/.25	\$200	\$200	
*Monterey Park, CA	70	—	47,640	—	39,624	29,052	35,676	25,296	31,044	23,097	28,054	21,738	26,402	3	40	Y	10/1	X	11-25	12/UNL	50%	—	\$190	—	
*Mountain View, CA	74	41,196	61,800	40,868	55,752	37,529	51,161	28,488	34,620	24,684	30,000	24,684	30,000	3½	40	Y	11/1	—	11-21	12/N	80%	—	\$400	X	
*Mount Prospect, IL	X	41,673	—	35,226	37,826	34,084	—	31,462	—	26,725	—	16,275	25,975	5	40	Y	8/2	6	5-20	12/96	50%	—	\$350	—	
Mount Vernon, NY	166	—	36,284	—	35,284	—	30,682	—	26,680	—	27,680	14,750	23,200	5	40	Y	11/1	3	30	15/180	—	—	\$225	—	
Muncie, IN	118	24,500	—	18,361	—	17,761	—	17,161	—	17,161	—	16,361	17,541	10	40	Y	13/1	10	15-25	5/X	—	.03/.07	\$700	—	
*Napa, CA	68	34,596	41,232	32,892	40,860	30,060	37,272	24,300	30,984	—	—	20,280	25,908	3½	40	Y	11/1	—	10-20	12/UNL	—	Y	\$310	—	
*Nashua, NH	138	43,959	—	25,356	30,302	23,079	25,120	21,315	—	Rank	Rank	14,821	19,065	7	40	Y	11/2	4	5-15	15/120	90d	—	\$350+	—	
*Newark, OH	57	24,000	24,000	20,405	21,486	—	—	17,763	18,699	12,085	17,389	12,085	17,389	2	40	Y	11/2	—	14-35	15/X	50%	.25	\$450	INC	
New Britain, CT	149	32,000	42,000	—	23,500	—	22,500	—	21,100	—	19,000	16,500	18,000	2	40	Y	13/1	—	10-20	15/200	25%	2%/3%	\$350	—	
*Norman, OK	103	29,841	39,999	21,482	28,812	18,931	25,385	18,159	22,094	15,687	20,010	14,227	20,010	6½	40	Y	10/2½	—	12-21	12/UNL	90d	—	\$260	\$360	
*Ogden, UT	104	26,472	35,292	22,116	29,844	21,060	28,416	19,032	25,704	15,588	21,060	15,588	21,060	7	40	Y	12/1.2	X	10-20	12/120	50%	—	\$528	—	
*Ontario, CA	95	36,564	46,908	31,164	38,052	27,516	33,588	24,900	30,396	20,376	24,900	18,924	23,100	3½	40	Y	11/1	—	12-21	12/NA	—	—	—	\$149	
*Orem, UT	47	28,320	43,800	23,448	37,188	20,124	33,156	17,700	28,536	16,956	25,824	13,716	25,092	8	40	Y	11/2	1	10-15	12/UNL	25%	—	—	—	
Overland, Park, KS	99	31,907	47,177	26,790	39,612	23,842	35,252	23,208	31,104	16,404	24,076	16,404	24,076	7	40	Y	8/1½	1	10-25	12/UNL	10%	—	\$420P	X	
*Owensboro, KY	96	22,251	27,045	—	19,221	—	17,018	—	16,208	—	—	12,388	15,814	2	40	N	8/1	—	15	12/100	—	—	—	\$350	—
Parma, OH	85	—	35,660	—	28,942	—	26,074	—	23,490	—	21,402	17,996	21,162	3	40	Y	11/1	1	10-30	X/X	—	—	\$250	\$300	
Passaic, NJ	148	—	36,948	—	30,510	—	28,383	—	25,897	+500	—	16,446	22,684	5	40	Y	—/—	9	VAR	15/—	—	—	\$400	—	
*Pawtucket, RI	152	—	30,172	—	23,442	—	21,705	—	19,796	—	—	15,677	18,414	½	37.5	Y	12/1½	2	16-27	20/180	90d	—	\$345	\$235	
*Plantation, FL	X	—	36,306	30,108	31,096	27,900	28,900	18,822	26,879	16,714	23,869	16,714	23,869	9	40	Y	10/1	1	13-26	13/60	50%L	—	\$125	—	
*Pompano Beach, FL	156	35,050	46,971	27,463	35,050	24,910	31,791	22,593	28,836	20,493	26,155	19,517	24,910	5	40	Y	11/X	1	22-32	12/NA	50%	—	—	—	
Pontiac, MI	144	37,385	—	—	34,283	—	29,814	25,997	27,345	—	24,706	18,035	23,370	4	40	Y	12/2	1	15-30	12/120	50%	.20/.30	\$400	—	
Reading, PA	175	—	—	—	22,223	—	—	—	21,274	20,012	20,753	18,399	20,012	3	40	Y	13/1	1	14-33	30/120	—	.20	—	—	
*Richardson, TX	101	—	45,430	—	—	—	31,020	—	27,708	—	19,620	18,972	23,220	VAR	40	Y	7/1½	—	15-20	15/120	X	—	\$250	—	
*Richmond, CA	162	45,060	52,128	36,156	44,988	31,212	38,784	27,576	34,260	23,940	29,712	23,940	29,712	4	40	Y	11/1	—	10-25	30/90	—	—	\$390	—	
Roseville, MI	81	37,576	39,365	32,373	33,935	29,448	30,850	26,111	28,045	14,712	24,176	14,712	24,176	4	40	Y	11/2	3	20-25	—	—	5%/10%	\$300	\$200	
Royal Oak, MI	X	34,053	43,385	36,668	37,536	30,605	32,068	28,100	29,438	27,622	28,933	22,709	25,582	3	40	Y	8/2	5	10-25	30/None	40d	2%/3%	FURN	\$300	
*Sagonaw, MI	X	33,196	44,911	33,711	35,907	28,793	31,901	26,936	28,218	—	—	21,272	23,012	4	40	Y	—/—	X	22-28	12/192	50%L	5%/7%	\$350	—	
*St. Clair Shores, MI	89	—	42,211	—	34,480	—	31,926	—	29,290	—	—	—	25,250	5	40	Y	13/1	2	20-30	12/X	200d	3½%/6½%	\$350	\$300	
*St. Joseph, MO	130	—	27,376	17,128	20,869	15,535	18,927	14,090	17,168	—	—	12,171	14,830	8	40	N	9/X	—	10-20	10/200	—	—	\$600	—	
Salinas, CA	131	41,832	49,596	32,460	39,456	29,184	35,484	26,220	31,848	23,304	28,332	21,132	25,704	3½	40	Y	10½/1	1	10-21	12/180	20%	—	—	\$425	—
Salem, OR	147	43,152	—	33,432	—	30,408	—	27,636	—	17,220	24,168	17,220	24,168	5	40	Y	9/2½	—	12-22	12/90	—	—	—	\$468	—
*San Leandro, CA	86	47,112	57,834	39,732	48,264	35,256	42,864	27,312	33,204	21,924	27,960	21,924	27,960	4½	40	Y	12/1½	—	10-25	12/200	VAR	—	—	\$330	—
*San Mateo, CA	107	39,096	52,128	32,160	43,272	32,160	37,632	26,352	30,672	—	—	23,124	28,272	5	40	Y	12/1	—	10-20	12/NA	—	—	—	\$300	—
*Santa Monica, CA	145	47,100	58,152	33,384	41,208	29,256	36,120	25,380	31,332	21,672	26,760	21,672	26,760	4	40	Y	12/2	—	12-21	12+/130	—	—	—	\$480	—
*Schaumburg, IL	95	39,500	—	30,158	36,665	27,360	33,264	24,810	30,158	21,854	27,546	19,554	26,046	4	40	Y	10/X	2	12-25	12/90	—	—	—	\$375	—
*Scottsdale, AZ	126	32,000	50,300	24,500	41,750	21,750	35,900	18,000	31,000	18,322	25,781	18,322	25,781	0	40	Y	8/1½	—	21-26	12/UNL	—	—	—	—	\$100
Scranton, PA	156	23,081	—	21,255	—	20,598	—	19,943	—	20,200	—	18,618	19,326	4	40	Y	14/1½	—	15-25	(365)	—	—	—	\$430	—
*Sioux, City, IA	108	—	41,973	—	29,466	—	26,556	—	23,397	—	—	19,251	21,577	8	40	Y	8/1	3	10-25	18/180	—	15/25	\$300	\$250	

HEALTH BENEFITS								PENSION						DISABILITY		SURVIVOR'S BENEFIT		Social Security	% of Write-Off Against Pension	EDUCATIONAL			Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement					
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related			Non-Service	60 Credits	120 Credits		Master's Degree	Choice of Counsel				Limitation on Fee				
50%	UNL	VAR	50%	50%	VAR	50%	VAR	55%	65%	75%	80%	55/10	10	—	5/VAR	5/VAR	VAR	VAR	N	—	\$360	\$960	\$960	X	X	X	Y	Y	N				
80%	X	\$15,000	80%	X	\$500	—	80%	X	X	X	X	50/25	20	70	—	—	—	—	Y	—	\$150	\$250	\$250	\$16,000+	X	X	N	N	N				
100%	ALL	\$250,000	100%	—	—	—	100%	—	50%	60%	70%	—/25	—	70	—/66 2/3%	9/2%y	40%	40%	N	—	—	—	—	\$25,000	Y	X	N	Y	Y				
100%	365	100%	\$18.55	—	—	—	—	50%	X	X	X	55/X	20	65	—/100%	—	—	—	N	—	\$30	\$45	\$60	\$10,000	Y	N	Y	Y	N				
100%	UNL	X	100%	100%	\$600	100%	99%	40%	50%	60%	70%	55/20	5	65	—/50%	VAR/1.8y+	50%	X	N	—	—	—	—	1xSAL	X	X	N	Y	N				
90%	120	\$1 MILL.	—	—	—	—	—	50%	60%	70%	75%	50/20	10	—	—/65%	—/50%	50%	50%L	N	—	—	—	—	\$10,000	N	N	Y	N	N				
100%	X	X	X	X	X	X	X	(Various Choices)				—/20	10	62	(N.Y.S. Retirement System)			Y	—	X	X	X	—	N	X	Y	Y	N					
97%	365	\$1 MILL.	97%	—	\$500	97%	—	50%	60%	70%	74%	55/20	X	—	X/50%	X/50%	(30%-S-10C)		N	—	—	—	—	\$5,000	X	X	N	N	Y				
(City contributes full family rate)								—	—	—	—	50%	50%	50%	50%	55/20	5	65	X/50%	5/35%+	X	—	N	—	\$756	\$1,560	—	\$28,000	N	N	Y	Y	Y
90%	X	\$1 MILL.	100%	80%	—	—	—	50%	60%	70%	75%	45/20	10	—	—/66 2/3%	10/25%	50%	50%	N	—	—	—	—	\$10,000	N	X	N	Y	Y				
90%	365	\$10,000	80%	—	—	—	90%	50%	55%	60%	72%	52/20	X	65	10/72%	10/72%	100%	50%	N	7%	X	X	X	\$10,000	Y	N	Y	N	Y				
100%	UNK	UNK	—	—	—	100%	\$500y	—	50%	65%	60%	—/25	—	65	—/50%	10/50%	25%	25%	N	—	\$200	\$400	\$500	\$5,000	N	X	Y	Y	Y				
100%	120	\$250,000	—	—	—	—	—	50%	62.5%	75%	75%	50/20	10	—	—/50%	20/50%	50%	50%	Y	—	\$720	\$1,200	\$1,800	\$20,000	Y	N	N	Y	Y				
75%	NA	10,000	75%	—	\$750	—	80%	—	50%	60%	70%	55/25	—	70	10/23%	10/23%	23%	23%	N	—	—	—	—	\$4,500	Y	X	Y	Y	Y				
100%	UNL	\$1 MILL.	90%	—	\$1,250	—	80%	40%	50%	60%	70%	50/5	5	60	—/50%	5/9%	—	—	N	—	\$578	\$1,155	—	\$5,000	Y	Y	N	Y	N				
90%	UNL	\$1 MILL.	90%	80%	—	—	90%	40%	50%	60%	70%	55/20	X	65	—/60%	—	30%	—	N	—	—	—	—	\$20,000	N	N	N	N	N				
100%	UNL	UNL	—	—	—	—	—	—	50%	—	—	55/25	5	25y	—	—	—	—	Y	X	5%	—	—	—	3xSAL	N	N	Y	N	Y			
95%	120	\$1 MILL.	—	—	—	—	80%	50%	62.5%	75%	—	50/20	5	65	—/70%	10/25%	70%	25%	N	—	—	—	—	\$24,000+	Y	N	Y	N	Y				
100%	365	80%	80%	60%	—	X	\$2D	X	X	X	X	52/25	15	—	X	X	X	X	N	—	—	—	—	\$5,000	Y	N	Y	N	Y				
Y	X	Y	Y	—	—	—	Y	—	60%	65%	70%	—/25	X	65	5/66%	5/VAR	X	X	N	—	X	\$2,400	—	\$1,060	Y	Y	Y	Y	N				
100%	100%	\$250,000	100%	100%	—	100%	100%	50%	60%	—	—	38/20	—	62	—/80%	—/80%	67 1/2%	30%	N	—	\$2,000	\$3,000	\$3,500	\$10,000	Y	N	N	Y	N				
100%	365	\$250,000	100%	X	\$1,500	—	100%	50%	62 1/2%	75%	87 1/2%	50/15	10	—	—/50-70%	5/50-70%	—	—	Y	50%	—	—	—	1xSAL	Y	X	N	Y	N				
80%	—	—	—	—	—	—	80%	60%	75%	75%	75%	47/10	10	—	X	X	X	X	Y	X	\$360	\$600	—	—	N	N	N	Y	Y				
100%	X	X	50%	—	—	—	\$2D	60%	70%	75%	75%	50/25	20	—	—/100%	10/80%	100%	80%	N	—	—	—	—	1xSAL	Y	N	N	Y	N				
100%	365	\$250,000	100%	—	—	100%	100%	—	50%	—	—	55/25	—	—	—/100%	10/100%	(10 yrs. - 100%)		N	5%	—	—	—	—	\$25,000	N	N	Y	Y	N			
100%	VAR	\$250,000	100%	80%	X	—	80%	VAR	VAR	VAR	VAR	VAR	10	—	1/50%	10/VAR	X	X	Y	—	—	—	—	\$30,000	N	N	Y	N	N				
100%	—	\$1 MILL.	85%	85%	—	\$7,50D	\$1,50D	40%	50%	60%	75%	50/10	—	60	—/50%	5/X	50%	30%	N	—	25%	50%	50%	\$10,000	Y	N	Y	Y	N				
100%	365	X	60%	50%	X	—	\$2D	46%	57.5%	62.5%	67.5%	50/20	10	60	10/50%	10/50%	50%	50%	N	—	\$425	\$625	\$625	\$25,000	N	X	Y	Y	Y				
100%	X	X	80%	75%	X	80%	90%	X	75%	X	X	50/25	5	60	5/66 2/3%	5/66 2/3%	X	X	N	—	—	\$400	—	\$25,000	N	N	Y	Y	N				
100%	120	80%	50%	—	—	—	\$2D	50%	62.5%	75%	87.5%	52/25	10	60	—/X	10/X	X	X	N	—	5%	10%	10%	1xSAL	N	N	Y	Y	Y				
100%	X	X	80%	X	\$600	—	—	50%	62.4%	67.5%	72.5%	50/25	X	65	X	X	X	X	N	—	\$300	\$600	—	\$30,000	X	X	Y	Y	Y				
X	UNK	\$1 MILL.	—	—	—	—	—	—	50%	55%	60%	X/25	X	—	—/40%	X	—	—	25%	N	—	—	—	\$5,000	N	N	Y	N	Y				
80%	100	\$1 MILL.	80%	50%	—	80%	80%	54%	67%	75%	75%	50/5	5	60	—/50%	5/VAR	50-75%	VAR	N	9%	\$300	\$480	\$480	—	N	N	N	Y	Y				
100%	70	\$250,000	100%	X	\$500	\$3.00	—	—	—	—	—	55/—	10	60	—/X	10/X	25%	25%	Y	X	4%	6%	10%	\$20,000	N	X	Y	Y	N				
80%+	100	\$750,000	85%	55%+	\$500	—	80%	40%	50%	60%	75%	50/5	5	60	—/50%	5/VAR	50-75%	50%	N	—	—	—	—	\$30,000	X	X	Y	Y	N				
100%	365	\$50,000	80%	80%	—	—	X	40%	50%	75%	75%	50/25	10	60	—/100%	—	—	—	N	—	3%	6%	—	\$10,000	Y	N	Y	Y	Y				
100%	—	\$100,000	100%	80%	—	—	\$2,50D	54%	67.5%	75%	75%	50/13	—	60	1/50%	—	50%	—	N	—	3%	6%	—	\$40,000	N	N	Y	Y	N				
100%	X	X	—	—	—	—	—	50%	60%	70%	75%	50/20	10	N	—/65%	—/50%	50%	VAR	N	—	—	—	—	\$20,000	N	N	Y	N	N				
100%	X	\$250,000	—	—	—	—	80%	50%	60%	—	—	X/20	—	—	—/50%	—/—	33%	—	Y	—	—	—	—	\$25,000	N	N	N	N	N				
100%	365	\$500,000	100%	100%	X	100%	100%	—	50%	X	X	—/25	X	65	—/50%	12 1/2/50%	25%	25%	N	—	1%	2%	—	\$25,000	Y	X	Y	Y	Y				
100%	70	\$1 MILL.	100%	100%	\$1,000	—	80%	—	50%	50%	50%	55/22	15	65	X/66%	5/40%	50%	50%	N	—	—	—	—	\$15,000	N	Y	Y	Y	Y				

PAGE 14																									
	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 50,000 to 100,000 (Continued)																									
*Skokie, IL	X	33,696	44,075	28,891	37,752	25,792	33,738	23,213	30,389	20,197	26,395	20,197	26,395	5	40	Y	6/1	3	10-30	12/120	—	—	\$300	\$350	
*Southfield, MI	140	39,000	49,000	—	41,443	33,685	37,740	30,940	34,835	—	—	17,790	27,390	2½	40	Y	12/2	3	20-25	12/150	75%	—	\$350	\$250	
*South Gate, CA	87	44,280	—	40,260	—	36,600	—	—	31,156	27,012	28,548	17,532	25,728	2½	40	Y	11/1	3	10-20	12/UNL	VAR	—	\$500	—	
*Taylor, MI	90	36,470	—	30,378	—	28,412	—	—	26,612	—	24,957	—	16,000	24,154	3¼	40	Y	15/2	6	14-38	18/UNL	100%	.25/.35	\$200	\$350
Terre Haute, IN	117	20,653	21,253	15,973	16,573	14,536	15,156	13,915	14,515	13,317	13,917	10,783	12,684	1	37½	Y	9/1	2	5-20	—	—	—	\$1,100	—	
*Trenton, NJ	358	—	39,484	29,538	31,938	25,385	27,772	22,335	24,150	—	21,500	18,500	21,000	6	40	Y	13/1	—	24-26	(365)	—	—	\$775	—	
*Tuscaloosa, AL	125	30,342	32,162	20,332	21,632	18,564	18,616	17,368	18,304	16,588	18,070	14,040	16,800	9	40	Y	7/X	X	5-20	X	X	Y	—	—	
*Tyler, TX	116	—	—	23,316	—	21,816	—	20,616	—	18,816	—	15,840	18,816	2	40	Y	9/1½	—	15	15/90	90d	—	\$250	\$50m	
*Union City, CA	50	38,148	46,368	32,652	39,684	30,096	36,576	28,080	34,128	24,240	29,460	24,240	29,460	3	40	Y	10/1	2	8-16	9.6/N	—	—	\$365	—	
*Union City, NJ	135	—	52,000	32,077	32,077	27,891	27,891	24,254	24,254	20,689	20,689	17,665	20,189	3	33.6	Y	14/1	1	20-32	(UNL)	50%	—	—	\$550	
Union Twp., NJ	128	37,795	41,575	30,192	30,472	28,112	28,362	26,017	26,267	17,423	18,023	17,023	22,037	5	40	Y	13/1	3	10-35	VAR/UNL	40%	—	\$460	\$100	
*Ventura, CA	100	40,020	52,260	35,520	46,200	30,840	40,140	27,636	33,588	24,480	29,748	21,144	28,332	5½	40	Y	11/1½	—	10-26	12/180	25%	—	FURN	\$100	
Vineland, NJ	108	—	33,000	—	27,550	—	25,750	—	24,250	14,700	20,575	13,500	19,375	6	40	Y	14/2	3	12-27	15/UNL	50%	N	100%	\$150	
Waltham, MA	129	—	37,368	—	21,164	—	25,141	—	21,673	—	+5%	17,728	18,684	1½	37.5	Y	11/1	3	10-30	(UNL)	—	5½%	\$350	—	
Warren, OH	104	—	32,786	—	25,799	—	23,713	—	22,492	—	Rank	18,212	20,212	3	40	Y	10/2½	2	10-30	14/UNL	120d	.35/.40	\$375	\$200	
*Warwick, RI	170	—	31,724	—	24,102	—	22,396	—	20,512	—	19,991	15,918	18,510	2	37½	Y	11/1	—	9-25	(UNL)	—	\$4.50/6.50	\$575	\$500	
*Waterloo, IA	131	—	40,000	—	24,050	—	22,550	—	21,200	—	21,200	15,500	20,100	8	41.5	Y	11/1	4	6-30	20/260	60%	.35/.45	\$300	\$400	
West Allis, WI	122	39,737	41,828	31,482	33,129	29,925	31,500	27,271	28,515	26,994	28,205	20,831	25,411	5	42	Y	14/1	—	11-26	(365)	—	—	\$90	\$280	
*West Covina, CA	99	42,396	57,216	37,692	50,890	32,916	44,424	28,932	35,160	23,484	30,480	23,220	28,224	4	40	Y	11/2	—	10-20	12/None	42%	—	\$175	\$75	
*West Hartford, CT	129	37,106	49,192	27,534	28,834	25,532	26,572	23,530	24,440	22,022	23,088	17,498	20,982	3½	40	Y	11/1	—	10-25	15/150	—	X	\$350	—	
Westminster, CO	46	39,000	43,000	34,000	37,000	32,000	34,000	28,068	30,991	19,390	26,069	19,390	26,069	6	40	Y	9/1	—	24-36	3/X	X	—	\$300	\$180	
*Weymouth, MA	105	—	38,747	—	29,721	—	25,845	—	22,478	20,315	21,251	16,555	19,373	3	40	Y	11/1	1	12-30	15/200	20%	Y	\$350	—	
*White Plains, NY	200	47,000	—	37,752	—	32,827	—	28,545	—	25,899	26,251	15,510	24,816	3	38	Y	12/1	3	28-30	UNL	—	5%	—	\$160	
*Wichita Falls, TX	155	34,373	—	27,524	—	24,932	—	22,586	—	—	—	20,465	—	—	40	Y	7/1	—	15	15/UNL	90d	—	\$325	—	
Wilkes-Barre, PA	95	23,972	23,972	21,675	21,675	20,287	20,287	19,837	19,837	19,637	19,637	17,650	18,900	2	40	Y	12/1	—	15-22	21/126	50%	.20	\$300	—	
*Wilmington, DE	249	41,494	—	29,480	—	26,824	—	24,455	—	PTLM	—	14,210	21,382	4	40	Y	13/1	—	12-25	12/120	—	—	—	(\$300.00)	—
*Wyoming, MI	X	—	—	26,354	33,613	24,211	30,909	24,045	28,434	22,610	27,206	19,968	24,606	4	40	Y	12/1½	2	10-20	12/X	50%	.25/.20	\$225	\$225	
POPULATION 25,000 to 50,000																									
Aberdeen, SD	X	22,379	25,268	19,114	19,887	—	17,917	—	17,409	—	16,395	13,732	16,395	2	40	Y	9/1½	10	10-20	18/120	—	.30	\$200	—	
*Addison, IL	49	—	37,275	—	33,072	—	32,448	27,705	29,972	19,468	26,624	19,468	26,624	6	40	Y	9½/1	1	10-25	12/UNL	—	—	X	Pd	
*Allen Park, MI	55	34,593	—	—	—	27,470	—	26,222	—	24,973	—	16,832	24,973	5	40	Y	9/X	2	20-29	14/X	170d	Y	\$375	\$175	
*Altamonte Springs, FL	59	25,897	36,593	—	—	19,424	27,446	16,749	23,666	14,804	20,918	14,804	21,977	X	40	Y	9/1	2	12-15	12/—	20%	—	—	—	
*Altus, OK	33	18,000	18,000	18,216	20,916	16,464	18,864	—	—	11,976	14,772	11,976	14,772	—	40	Y	12/1	—	10-20	12/NA	33½%	—	\$300	\$336	
*Artes, IO	48	36,584	—	27,615	—	—	—	24,598	—	18,500	20,422	16,043	19,397	3	40	Y	10/1½	1	10-20	12/None	—	\$300/475	\$250	FULL	
*Anderson, SC	69	22,949	28,944	16,863	21,244	14,465	18,210	13,400	16,863	13,400	16,863	11,952	15,030	15	42	Y	6.5/1	—	12-21	12/120	—	—	100%	—	
*Anniston, AL	81	21,955	25,945	19,675	21,670	18,000	19,675	15,040	17,970	—	—	11,980	15,340	5	40	N	9/1	—	14-30	12/150	50%	—	\$300	—	
*Antioch, CA	X	33,456	40,668	29,760	36,168	26,712	32,484	23,964	29,136	23,964	29,136	20,736	25,200	4	40	Y	12/1½	3	16-30	12/UNL	40%	2½%/5%	\$420	—	
*Ashland, KY	56	24,790	27,331	16,387	18,066	14,796	16,313	13,857	15,277	14,315	15,782	12,965	14,293	1	40	Y	8/2	7	15-25	30/120	100%	—	\$260	—	
Aston Twp., PA	18	—	34,522	—	—	—	—	25,034	—	—	—	21,758	22,758	1	40	Y	12/1½	4	6-25	17/110	—	10%	\$400P	\$225	
*Auburn, NY	X	—	—	18,156	21,368	—	—	17,043	20,067	16,619	19,509	15,779	18,394	2½	38½	Y	11/1½	1	21-33	(260)	—	—	\$300	—	

HEALTH BENEFITS								PENSION						DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL				LEGAL		Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree							
80%	UNL	\$50,000	—	—	—	—	—	50%	60%	70%	75%	50/20	X	—	—/65%	—/50%	65%	50%	N	—	—	—	—	\$100	N	N	Y	N	Y	
100%	FULL	\$1 MILL.	90%	—	\$1,000	100%	\$2D	X	62.5%	67.5%	72.5%	50/25	25	65	2/50%	5/1.5% ^y	VAR	VAR	N	—	\$450	\$700	\$900	\$50,000	N	N	Y	Y	N	
100%	X	X	X	X	X	X	X	40%	(VAR. w/age)				5	60	—/50%	—/—	X	—	N	—	\$3	\$3	—	\$5,000	N	N	Y	Y	N	
X	X	X	80%	80%	\$500	20%	\$2D	50%	62½%	67½%	72½%	—/25	10	62	—/50%	X	—	—	N	—	\$250	\$500	\$1,000	\$25,000	Y	N	Y	Y	N	
70%	UNL	X	—	—	—	—	80%	50%	60%	70%	74%	41/20	3	65	—/55%	2/50%	30%	30%	N	—	—	—	—	\$5,000	Y	N	Y	N	Y	
100%	X	80%	—	—	—	—	100%	—	60%	65%	65%	—/25	15	65	—/66½%	—/40%	25%	25%	N	—	—	—	—	\$10,000	Y	Y	Y	Y	Y	
100%	X	X	X	X	X	X	X	—	\$850	\$850	\$850	—/25	25	65	10/15%	10/15%	50%	50%	N	—	X	X	X	\$20,000	N	X	Y	N	N	
100%	UNL	\$500,000	80%	50%	—	—	80%	X	X	X	X	50/25	10	70	X	X	X	—	Y	X	\$100m	\$150m	—	X	X	X	Y	N	X	
100%	365	\$1 MILL.	80%	80%	—	—	90%	35.65%	41.68%	44.13%	51.49%	55/20	5	65	—/50%	5/9-33½%	50-75%	17%+	N	—	1,473	\$2,209	\$2,209	\$25,000	N	N	N	Y	N	
100%	—	—	100%	100%	\$1,500	100%	100%	—	60%	65%	65%	—/25	15	65	5/66½%	5/40%	(3½ x Base Salary)		N	—	2½%	5%	—	—	Y	N	Y	Y	N	
100%	—	\$100,000	100%	—	\$800	—	99%	—	60%	65%	—	23½	5	65	5/66%	5/40%	25%	25%	N	—	—	—	—	—	N	Y	Y	Y	Y	
80%	X	\$250,000	80%	—	—	—	80%	(2%y @ 50 to 75%)				50/10	10	60	X	—	to 75%	—	N	—	X	X	—	\$9,000	N	X	Y	Y	Y	
100%	365	80%	25%	—	—	—	\$1D	40%	60%	65%	65%	—/25	15	65	—/66%	—/40%	25%	25%	N	—	\$750	\$150	—	100%	Y	N	Y	Y	N	
99%	X	X	—	—	—	—	—	(VAR. — Age X yrs.)				45/20	X	65	—/72%	10/50%	72%	—	N	—	10%	20%	25%	\$5,000	N	X	Y	Y	Y	
100%	UNL	UNL	80%	—	80%	—	100%	40%	50%	60%	72%	52/15	15	—	1/72%	5/72%	72%	72%	N	—	—	—	—	\$15,000	N	Y	Y	Y	Y	
100%	365	100%	100%	100%	—	100%	—	50%	60%	60%	60%	—/20	—	Y	—/66.6%	—/50%	50%	30%	N	—	\$2,000	\$3,000	\$3,500	\$25,000	N	N	Y	Y	N	
100%	180	\$250,000	100%	100%	\$750	100%	100%	—	50%	50%	50%	55/22	15	70	—/67%	5/25%	66½%	25%	N	3.1%	—	—	—	\$10,000	N	N	Y	Y	Y	
100%	365	\$10,000	100%	—	—	—	—	36%	45%	54%	63%	55/X	X	70	1/50-85%	15/to 50%	X	X	Y	—	—	—	—	1xSAL	N	X	N	Y	Y	
100%	UNL	X	—	—	—	—	—	40%	50%	60%	70%	50/5	5	65	—/VAR	5/VAR	75%	VAR	N	—	5%	5%	—	—½Sal + 10T	N	N	Y	Y	N	
100%	485	\$250,000	—	—	—	—	100%	—40%	50%	60%	68%	31/10	5	65	—/VAR	10/VAR	25%	VAR	N	—	\$1,000	\$2,000	\$2,000	\$12,000+	N	X	Y	Y	N	
80%	X	\$1 MILL.	80%	50%	\$1,000	—	—	—	—	—	—	—/2	2	70	—/50%	—/50%	40-70%	40-70%	X	—	—	—	—	\$10,000	Y	Y	N	N	N	
50%	X	X	X	X	X	X	X	50%	62%	75%	80%	20/45	X	65	X	X	X	X	X	X	X	10	20%	25%	\$2,000	X	X	Y	Y	Y
100%	UNL	\$250,000	100%	X	—	—	100%	50%	50%	60%	70%	—/20	10	62	—/75%	—/25%	X	X	Y	—	—	—	—	—	N	N	Y	Y	Y	
100%	X	X	100%	—	—	—	—	—	—	VAR	VAR	49/28	—	65	1/VAR	10/VAR	VAR	VAR	Y	—	X	X	—	\$10,000	N	X	Y	N	N	
100%	120	\$25,000	—	—	—	—	100%	50%	50%	50%	50%	—/20	X	—	5/25%	5/25%	50%10y	X	N	—	X	X	X	\$17,500	N	N	Y	Y	Y	
100%	365	X	—	—	—	—	—	50%	60%	70%	80%	41/20	20	—	—/50%	7/50%	25+	25+	N	—	\$300	\$500	\$800	Total	N	X	N	Y	Y	
100%	X	X	—	—	—	—	\$2D	40%	50%	50%	50%	50/25	10	57	10/2%	10/2%	2%	2%	Y	—	—	—	—	\$15,000	N	N	N	Y	N	
50%	X	—	—	—	—	—	—	40%	50%	60%	70%	60/5	5	70	3/50%	3/50%	40%	40%	Y	100%	—	—	—	\$5,000	N	N	N	Y	N	
100%	120	\$250,000	100%	—	—	—	80%	50%	60%	70%	75%	50/20	—	—	—/65%	0/65%	50%	50%	Y	0	—	—	—	\$12,000	X	X	Y	N	Y	
100%	365	\$30,000	70%	—	\$600	100%	1%	50%	70%	70%	70%	52/10	—	57	1/66½%	10/20%	50%	50%	Y	6%	100%	100%	100%	\$17,500	N	N	Y	Y	Y	
80%	31	\$1 MILL.	—	—	—	—	—	40%	50%	60%	70%	55/20	10	—	X	X	X	X	Y	—	\$35	\$85	—	\$30,000	N	X	N	N	N	
100%	—	—	—	—	—	—	80%	50%	62½%	75%	75%	55/20	2	70	15/50%	15/50%	50%L	50%L	Y	X	\$60	\$120	\$120	\$5,000	Y	Y	N	Y	Y	
100%	X	80%	—	—	—	—	\$2D	—	50%	50%	50%	55/22	15	65	1/66.6%	1/40%	25%	25%	N	—	\$500	—	—	\$10,000	N	X	Y	Y	Y	
100%	365	\$500,000	—	—	—	—	80%	36%	44%	52%	61%	55/5	5	70	—/40%	5/40%	VAR	VAR	Y	—	—	—	—	\$7,500+	N	N	N	N	N	
100%	—	—	—	—	—	—	—	35%	44%	52%	—	60/20	25	60	—/52½%	1/35%	50%	50%	N	—	—	—	—	1xSAL	X	X	Y	N	Y	
100%	—	—	100%	—	\$850	X	X	40%	50%	64.2%	75%	50/X	5	60	—/50%	5/2% ^y	50%	2% ^y	N	—	(\$60m at 17 yrs.)			\$3,000	N	X	Y	Y	N	
100%	120	\$250,000	—	—	—	—	X	50%	62½%	75%	75%	50/20	—	70	—/70%	10/25%	50%	50%	N	—	—	—	—	\$5,000	X	X	N	N	Y	
100%	365	UNL	100%	—	\$2,000	100%	.50D	—	50%	50%	—	50/25	12	—	—/70%	10/70%	—	—	Y	25%	\$300	\$600+	—	\$35,000	Y	N	Y	Y	N	
100%	X	X	Y	—	—	—	Y	—	50%	X	X	—/25	X	70	X	X	X	X	Y	X	X	X	X	—	X	X	Y	Y	Y	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX											
POPULATION 25,000 to 50,000 (Continued)																								
Barberton, OH	42	—	34,436	—	31,601	—	27,720	—	24,316	—	—	19,830	21,330	2½	40	Y	12/1½	—	5-36	Y/UNL	—	—	\$400	—
*Bartlesville, OK	55	27,100	36,316	22,300	29,850	19,260	25,800	16,640	22,300	15,080	20,218	13,690	18,345	7	40	Y	9/1½	4	10-25	12/UNL	—	N	FURN	\$150
*Bay City, MI	77	27,435	32,635	—	29,640	—	28,038	—	26,832	—	25,272	15,080	24,731	3	40	Y	7/2	3	10-25	12/UNL	50%	.25/.20	\$350	\$300
Beavercreek, OH	28	26,478	40,383	23,540	31,304	21,486	28,059	20,280	26,436	16,473	23,462	16,473	23,462	5+	40	Y	10/1½	—	10-25	15/N	50%	.10/.15	\$520	—
*Belleville, IL	59	27,539	—	25,769	—	24,596	—	18,272	23,792	16,200	23,092	16,200	23,092	20	40	Y	11/X	—	10-20	15/105	.50hr	\$520y	\$384	—
Belmont, MA	61	36,817	44,183	30,499	—	26,521	—	23,062	—	—	—	17,377	20,053	3	37	Y	11/X	2	16-34	UNL	X	—/7%	\$275+	\$150
Beloit, WI	X	29,572	37,742	—	29,496	—	—	—	27,254	—	+700	16,570	23,217	18	40	Y	10/2	1	10-25	X	—	—	\$300	—
Bergenfield, NJ	49	—	39,540	—	31,605	—	29,327	—	26,966	—	—	15,487	24,398	5	40	Y	12/1	1	12-25	UNL	—	—	\$400	—
*Bessemer, AL	61	27,622	33,633	23,878	29,057	21,652	26,312	18,699	22,755	18,699	22,755	16,182	19,658	3	40	Y	10/1	1	12-24	12/60	50%	—	FULL	—
*Beverly, MA	66	—	41,342	—	31,711	—	27,575	—	23,978	—	20,671	20,035	20,671	1	40	Y	11/1	4	14-24	20/200	50%	\$9.50w	\$325	—
Bismarck, ND	64	—	—	22,452	28,644	20,364	25,980	18,468	23,568	—	—	15,948	20,364	4	40	Y	8/1	X	12-24	12/X	X	X	\$144	—
*Bloomington, IL	63	32,398	43,674	—	—	29,418	39,526	26,643	35,787	21,966	26,780	21,966	26,780	20	40	Y	11/2	3	5-25	30/30	—	—	FULL	—
Blytheville, AR	43	19,342	19,342	14,972	15,424	14,070	14,520	13,164	13,616	13,164	13,616	11,808	12,712	2	40	N	13/1	—	15	20/60	100%	—	\$490	\$35m
*Bowling Green, KY	76	26,800	33,568	24,200	—	25,000	29,250	18,606	23,251	18,606	23,251	14,450	17,700	6	40	Y	7/X	2	15-18	12/180	—	—	\$250	—
Bowling Green, OH	28	24,024	30,451	20,862	26,416	18,970	24,024	17,285	21,861	—	—	15,704	19,906	5	40	Y	9/1½	1	10-25	15/52	30%	—	\$250	—
*Bristol, VA	X	—	29,208	—	21,259	—	19,278	—	14,752	—	—	9,949	13,381	3	40	Y	11/1½	—	12-18	36/UNL	25%	—	\$350	—
*Broken Arrow, OK	56	33,580	39,852	—	—	23,680	26,496	18,252	20,364	15,048	18,744	13,428	17,796	5	40	Y	8/1	—	10-25	24/130	—	—	\$275	\$420
Brookfield, WI	51	—	31,120	—	30,156	28,560	28,908	—	27,040	—	27,040	25,997	28,866	3	38.8	Y	10/1	—	10-25	12/120	20%	—	\$220	—
Brook Park, OH	X	—	33,115	—	30,525	—	28,205	—	26,007	—	—	20,030	23,430	2	40	Y	9/1	½	10-25	15/120	—	—	\$150	\$350
*Burlington, IA	X	25,980	29,244	21,816	25,596	20,508	24,372	—	—	15,900	18,504	15,900	18,504	2	40	Y	9/3	—	7-35	24/180	—	—	\$300	—
Burlington, VT	71	—	33,251	—	25,439	19,806	23,901	—	19,504	—	17,522	13,022	16,772	6	40	Y	12½/1	2	10-20	12/UNL	—	—	\$225	\$416
*Calumet City, IL	52	27,300	31,400	24,100	27,700	22,800	26,200	21,900	25,200	—	—	20,700	23,800	9	40	Y	12/2	5	14-35	UNL	—	—	\$300	—
*Campbell, CA	39	—	48,298	34,320	41,746	31,387	38,126	27,955	33,987	—	—	24,045	29,245	3½	40	Y	12/1	—	11-21	12/UNL	VAR	N	\$375	X
*Cape Girardeau, MO	53	14,292	34,992	12,876	22,956	11,796	21,396	11,292	20,940	—	—	9,828	19,788	X	40	Y	8/1	—	12-18	12/120	—	—	\$200	—
*Carbondale, IL	52	34,596	35,427	—	—	23,630	24,198	21,452	21,970	19,166	19,166	16,514	19,166	1	40	Y	10/2½	—	10-20	12/UNL	VAR	—	\$325	—
*Cedar Falls, IA	46	28,100	32,302	24,710	28,184	—	—	21,632	24,710	20,524	23,441	18,262	22,193	3	40	Y	11/2	—	14-25	18/UNL	90d	Y	\$425	—
*Chapel Hill, NC	73	27,813	37,272	17,928	24,026	17,075	22,882	—	—	15,487	20,754	14,750	19,766	5½	42	Y	10/2	—	15	12/UNL	X	—	\$400	—
*Charlottesville, VA	85	30,040	40,306	22,389	30,040	19,328	25,934	16,686	22,389	14,405	19,328	14,405	19,328	13	40	Y	10/1½	—	10-20	15/—	—	—	\$500	—
Cheltenham Twp., Elkins Park, PA	82	—	—	—	29,000	—	28,050	—	25,533	—	23,099	18,639	22,899	2	40	Y	13/1½	3	10-25	14/194	25%	—/4%	\$250	\$50
Chester, PA	104	26,998	—	23,646	—	—	—	22,336	—	21,100	—	17,500	20,500	3	40	Y	14/1	2	10-30	15/150	—	4%/8%	\$300	—
*Chico, CA	45	34,536	41,448	28,572	34,296	26,724	32,064	22,536	27,408	20,616	24,720	18,516	23,652	4½	40	Y	11/2	3	15-24	12/UNL	—	—	\$300	—
*Cleveland, TN	48	21,996	—	15,852	—	15,182	—	14,388	—	14,388	10,830	13,224	—	1	40	N	—/—	—	X	X	X	—	\$300	X
*Columbia, TN	48	16,080	19,638	—	—	13,068	16,128	12,192	15,108	12,192	15,108	11,664	14,472	2	40	Y	7/1	—	10-20	VAR	—	—	100%	100%
Coon Rapids, MN	X	—	41,265	—	36,000	—	—	31,100	33,390	27,805	30,540	20,000	29,332	16	40	Y	11/1	—	10-20	12/120	33%	—	\$325	—
*Coral Gables, FL	128	—	42,328	32,380	33,976	29,346	30,815	25,323	27,909	Rank	Rank	18,872	24,109	5	40	Y	12/1	—	10-22½	11/50	50%	5%+5%	\$300	—
*Corona, CA	60	34,548	—	—	—	23,568	—	21,372	—	+5%	—	16,740	20,352	5	40	Y	10/1½	—	13-23	96/X	50%	—	\$3,287	\$1,068
*Covina, CA	52	37,884	46,044	34,236	41,628	29,916	36,348	27,012	32,808	23,271	28,300	21,156	25,728	3	40	Y	11/1½	—	12-23	12/UNL	50%	—	\$275	—
*Covington, KY	99	29,140	—	20,886	—	18,679	—	17,588	—	16,530	—	12,978	16,162	5	40	Y	11½/1½	3	15-20	12/1y	—	—	\$300	—
Cranford Twp., NJ	46	—	38,766	32,676	34,185	27,060	29,973	25,730	28,642	(+748)	—	17,805	26,000	4	40	Y	12/1	3	15-30	15/90	—	—	\$400	—
*Cumberland, MD	57	23,030	27,751	—	—	15,950	19,145	13,764	16,730	—	—	12,249	14,899	5	40	Y	11/1½	—	10-30	15/—	25%	.15/.20	\$100	\$3/d
*Cumberland, RI	39	25,000	—	18,962	—	—	—	16,516	—	16,716	—	14,041	16,516	3	40	Y	11/1½	—	10-30	UNL	—	—	\$250	\$250
*Danville, IL	70	28,700	—	—	—	25,382	—	22,382	—	19,157	21,072	19,157	21,072	15	41¼	Y	8/1	—	10-30	20/180	33¼%	—	\$430	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL								
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
100%	90	UCR	100%	100%	\$1,000	100%	—	50%	65%	68%	—	52/25	—	—	X	X	100%	50%	N	—	X	X	X	\$10,000	N	N	Y	N	Y	
100%	—	\$1 MILL.	—	—	—	—	—	50%	62.5%	75%	—	55/20	15	70	VAR	VAR	100%	—	Y	—	—	—	—	\$7,000	X	X	N	N	Y	
100%	365	100%	50%	50%	—	25%	\$3D	40%	50%	60%	70%	55/25	10	70	—/60%	—/50%	50%	to 50%	N	—	—	—	—	\$20,000	N	N	N	Y	N	
100%	365	UNL	—	—	—	—	100%	30%	60%	67.5%	72%	48/25	15	70	5/72%	5/50%	to 100%	\$256m	N	—	—	—	—	\$25,000	Y	N	N	N	N	
100%	365	\$1 MILL.	\$500	—	—	—	—	50%	60%	70%	75%	50/20	1	65	—/65%	10/50%	50%	50%	N	—	X	X	X	\$75,000	Y	N	Y	N	Y	
50%	X	X	—	—	—	—	—	40%	50%	— (to 80%)	—	X	X	65	X	X	X	X	N	—	15%	20%	30%	\$2,000	Y	Y	Y	Y	N	
100%	365	\$25,000	100%	50%	\$50	—	—	80%	80%	80%	80%	55/—	—	55	—/80%	7/50%	VAR	VAR	Y	100%	\$24m	\$54m	\$78m	X	N	N	Y	Y	Y	
100%	365	80%	80%	80%	—	—	—	—	65%	—	—	—/25	X	65	X	X	X	X	N	—	X	\$1,300	X	\$10,000	N	N	Y	Y	N	
25%	365	\$250,000	—	—	—	100%	—	40%	50%	60%	65%	—/30	10	70	10/15%	10/15%	—	—	Y	—	5%	10%	—	\$10,000	Y	Y	Y	N	Y	
100%	100%	100%	X	X	X	X	X	X	X	X	X	55/20	X	65	10/80%	—/—	X	X	N	—	\$1,410	\$1,880	—	50%	X	X	Y	Y	N	
100%	365	UNL	X	X	X	X	X	40%	50%	60%	70%	48/15	15	70	X	X	X	X	N	—	X	X	X	\$10,000	N	N	Y	N	Y	
100%	UNL	UNL	—	—	—	—	X	50%	2%/y	1%/y	75%	50/20	20	—	(ILL. PENSION ACT)			—	N	—	—	—	—	X	Y	N	N	Y	Y	
80%	X	X	X	—	—	—	—	50%	—	—	—	—/20	X	55	5/50%	5/50%	X	X	Y	—	—	—	—	\$5,000	X	X	Y	N	Y	
100%	120	\$500,000	—	—	—	—	—	50%	62.5%	70%	70%	21/20	X	57	5/70%	20/50%	—	—	N	—	\$600	\$800	\$1,000	\$12,000	N	X	N	N	N	Y
100%	365	\$50,000	—	—	—	—	80%	50%	60%	67½%	72%	48/25	15	72	—	—	— (\$256S + \$68C/m)			N	—	—	—	\$10,000	N	N	Y	N	Y	
Y	X	X	—	—	—	—	—	X	X	X	X	55/30	10	60	X	X	X	X	Y	—	—	—	—	X	N	N	N	N	N	
100%	UNL	\$250,000	100%	100%	\$500	—	100%	50%	50%	75%	75%	55/20	10	70	—/VAR	15/VAR	75%	VAR	N	X	X	X	X	VAR	N	N	N	Y	N	
100%	365	\$50,000	—	—	—	—	80%	36%	45%	54%	63%	55/1	—	X	—	—	X	X	Y	—	—	—	—	\$17,000	X	X	N	Y	Y	
100%	730	X	80%	60%	\$800	—	98%	50%	60%	67.5%	72%	52/25	15	—	1/60%	5/60%	X	X	N	—	4%	4%	4%	\$10,000	N	N	Y	Y	Y	
100%	365	\$1 MILL.	100%	100%	X	—	—	—	50%	50%	50%	55/22	15	65	—/66%	5/66%	X	X	N	—	—	—	—	\$10,000	N	N	Y	Y	Y	
100%	170	\$1 MILL.	X	X	X	X	X	—	50%	X	X	55/25	10	60	—/50%	12½/1.8%	X	X	N	—	X	X	X	\$12,000	N	X	N	Y	N	
100%	X	\$1 MILL.	— (\$25D then 100%)	—	—	—	—	50%	60%	70%	80%	50/20	10	65	—/65%	10/65%	50%	50%	N	—	—	—	—	\$25,000	Y	Y	Y	Y	Y	
100%	UNL	UNL	80%	50%	—	—	90%+	(VAR. 10% - 75%)				50/5	5	60	—/50%	VAR	50-75%	—	N	—	\$780	\$1,248	—	\$20,000	Y	N	N	N	N	
100%	365	\$1 MILL.	—	—	—	—	—	(2% highest 5 years)				50/5	5	65	5/1%	5/1%	VAR	VAR	Y	1%	\$20	\$20	—	—	N	X	Y	Y	Y	
50%	X	\$100,000	—	—	—	—	—	50%	55%	60%	65%	50/20	X	—	1/65%	1/50%	50%	—	N	—	—	—	—	\$2,000	N	X	N	Y	Y	
100%	UNL	UNL	—	—	—	—	100%	X	X	X	X	55/22	15	70	X	X	X	X	N	—	—	—	—	\$5,000	Y	Y	Y	Y	Y	
100%	UNL	UNL	—	80%	—	—	80%	31.4%	39.25%	47.1%	54.95%	55/30	5	70	1/VAR	5/VAR	VAR	VAR	Y	—	—	—	—	\$15,000	Y	Y	N	N	Y	
50%	—	—	—	—	—	—	—	50%	60%	70%	80%	55/20	5	60	—	—	—	—	Y	—	—	—	—	2xSAL	Y	N	N	N	N	
100%	120	\$250,000	100%	50%	\$800	50%	99%	—	50%	50%	50%	55/25	12	60	—/60%	2/50%	—	—	Y	25%	— (to \$5,000)			—	\$20,000	N	N	Y	Y	Y
100%	365	X	100%	100%	—	50%	100%	50%	50%	50%	50%	50/20	20	—	—/100%	—/2½%	25%	—	N	—	\$200	\$400	\$400	\$25,000	Y	N	Y	Y	Y	
100%	365	100%	80%	80%	\$500	—	30%	(1.8% @ 50, 2% @ 55)				50/X	5	90	—/50%	—/X	X	—	N	—	—	—	—	\$5,000	Y	N	N	Y	N	
100%	X	X	X	X	X	X	X	X	X	X	X	—	—	—	—	X	X	X	X	X	X	X	X	\$5,000	X	X	N	N	N	
100%	365	\$500,000	—	—	—	—	80%	X	X	X	X	55/15	10	—	10/X	10/X	X	X	Y	—	—	—	—	1xSAL	N	N	Y	N	Y	
50%	120	X	—	—	—	—	100%	50%	60%	70%	80%	55/20	10	63	10/25%	10/25%	VAR	VAR	N	—	—	—	—	\$5,000	N	N	Y	Y	N	
100%	NA	\$250,000	—	—	—	—	—	—	62½%	75%	75%	52/25	15	65	—/75%	15/62½%	200%	—	Y	—	\$360	\$960	\$960	—	N	N	N	Y	N	
X	UNL	X	X	X	X	X	X	40%	50%	64.2%	94.5%	50/5	5	60	X/X	—/60%	50%	30%	N	—	—	—	—	X	N	X	N	Y	N	
100%	365	\$145,000	100%	100%	—	—	—	40%	50%	60%	70%	55/25	5	—	—/50%	—/66½%	X	—	N	—	\$100	\$200	\$255	\$20,000	N	N	N	Y	N	
100%	120	\$250,000	100%	50%+	—	—	—	50%	62.5%	75%	75%	50/20	20	—	3/4½%	10/25%	— (1½% per yr. serv.)			N	—	—	—	—	\$700	N	N	Y	Y	Y
100%	X	X	100%	—	X	—	\$1.25D	—	60%	65%	—	—/25	15	65	15/40%	—	X	X	N	—	\$842	\$2,246	\$2,995	\$10,000	Y	N	N	Y	N	
100%	X	X	—	—	—	\$30	\$2D	X	X	X	X	55/15	5	62	—/66.75%	5/25%	VAR	VAR	N	—	X	X	X	\$5,000	N	X	Y	Y	Y	
100%	—	FULL	100%	100%	\$800	50%	—	—	60%	—	—	50/25	X	—	X	X	X	Y	—	—	\$2,000	\$3,000	\$3,500	\$10,000	N	N	N	Y	N	
80%	UNL	\$1 MILL.	—	—	—	—	—	50%	60%	70%	75%	50/20	X	70	X	X	X	N	—	—	—	—	—	\$10,000	X	X	Y	N	Y	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 25,000 to 50,000 (Continued)																									
*Danville, VA	84	31,553	40,310	20,342	25,958	17,617	22,422	15,935	20,342	15,935	20,342	13,145	18,470	5	42	Y	8½/1	X	12-24	12/UNL	X	X	\$175	X	
*Davie, FL	57	29,646	38,614	—	—	26,951	35,033	24,412	27,338	17,923	23,239	17,323	22,639	6	40	Y	10/1	3	9-21	13/UNL	100%L	—	FURN	ALL	
Dekalb, IL	42	27,820	41,730	—	—	—	31,774	27,480	28,860	PTLM	PTLM	18,780	24,941	5	40	Y	14/1	—	10-20	12/110	VAR	—	\$350	—	
Del City, OK	35	24,060	31,500	20,628	26,906	17,772	23,004	16,556	21,228	16,556	21,228	14,712	18,624	8	40	Y	9/1	3	10-25	12/100	100%	—	FULL	\$300	
Denison, TX	34	—	29,900	—	21,192	—	18,384	—	17,544	—	—	14,202	15,960	1½	40	Y	7/1	1	15-20	15/90	—	—	—	\$300	
Depew, NY	31	—	31,163	—	28,557	—	25,818	—	22,923	—	22,454	12,500	21,516	3	40	Y	13/1	5	10-30	18/220	—	—	\$200	\$200	
*Downers Grove, IL	56	32,259	48,388	26,956	40,434	23,713	35,570	23,713	35,570	18,367	27,550	18,367	27,550	X	40	Y	10/1	—	10-20	12/120	100%	—	\$290	—	
East Chicago, IN	112	—	29,105	—	—	23,417	23,842	22,249	22,674	19,165	21,290	16,340	21,290	20	40	Y	8/1	5	14-42	12/X	100%	—	\$580	—	
*East Cleveland, OH	57	—	30,000	—	27,751	—	25,228	—	22,934	—	20,516	16,094	20,116	2	40	N	12/1	2	10-30	(UNL)	—	—	FURN	\$300	
*East Detroit, MI	49	34,320	34,766	—	33,874	—	31,077	27,465	28,511	—	—	19,997	23,997	4	40	Y	14/1½	3	10-30	12/240	100%	6%/8%	\$525	\$275	
Eastlake, OH	28	—	32,500	—	—	—	29,224	26,520	—	21,008	24,107	21,008	24,107	4	40	Y	11/2	4	10-30	(120)	50%	—	\$500	—	
Easton, PA	48	—	27,523	—	23,624	—	21,853	—	19,437	19,055	19,437	16,453	18,672	4	40	Y	10/1	5	17-25+	15/UNL	33⅓%	.15/.20	\$500	—	
*East Point, GA	77	23,862	26,232	19,383	22,388	17,581	20,306	15,947	18,418	15,947	18,418	13,775	15,910	2	40	Y	7 1/½	X	10-25	12/90	—	—	\$300	—	
*El Cerrito, CA	29	—	—	—	—	24,468	29,508	22,272	26,880	20,400	24,588	19,428	23,412	3½	40	Y	12/1	—	11-20	15/UNL	—	—	\$350	—	
*Elk Grove, IL	X	34,451	46,611	—	—	28,987	39,217	24,268	32,833	—	—	22,114	29,918	X	40	Y	7/1	3	10-25	12/120	—	X	X	X	
Elkhart, IN	93	—	26,015	—	22,561	—	21,091	17,930	—	17,430	—	—	16,630	—	40	Y	12/X	9	10-25	12/X	37%	—	\$650	—	
*Elmhurst, IL	59	—	38,500	—	—	32,041	33,513	28,275	30,466	—	+900	18,060	26,492	10	40	Y	9/2	2	10-25	12/50	90d	N	QM	QM	
Emporia, KS	39	24,540	33,139	22,323	27,455	20,501	23,075	18,526	20,248	18,526	20,248	14,618	17,985	5	40	Y	8/2	—	12-21	12/24	50%	—	—	—	
*Enfield, CT	X	X	—	—	—	23,980	—	19,980	19,499	18,915	19,499	17,054	18,692	3	40	Y	12/1	3	12-30	15/120	100%	.10	\$225	—	
*Enid, OK	83	32,580	41,700	20,820	26,640	—	—	17,460	22,200	15,840	20,160	15,060	19,200	4½	40	Y	9/2	—	11-15	12/90	X	—	\$150	\$300	
Fairbanks, AK	X	55,980	70,788	51,768	65,460	46,044	58,212	42,588	53,832	40,956	51,768	37,872	47,880	6	40	Y	9/2	1	18-24	12/—	—	3/6	100%	\$50	
Fairborn, OH	34	24,024	32,323	—	—	20,862	27,913	18,616	24,169	—	—	16,848	21,985	6	40	Y	9/2	2	12-22	15/UNL	33%	Y	\$300	—	
Fair Lawn, NJ	50	27,512	34,770	24,669	31,660	22,827	28,909	20,869	26,307	+\$200	+\$500	15,421	23,800	5	40	Y	13/2	3	13-25	15/UNL	50%	—	\$450	—	
Fayetteville, AR	48	—	30,780	—	23,592	18,684	22,272	16,488	20,436	—	—	12,780	18,180	20	40	Y	8/X	—	15	15/60	—	—	\$400	—	
*Fitchburg, MA	71	—	33,346	—	25,360	—	22,050	—	19,174	—	16,923	14,768	16,678	3	37½	Y	11/1	4	10-28	15/150	\$1,500	\$2.00	\$300	—	
Fond du Lac, WI	63	31,028	39,290	—	27,577	24,728	25,773	22,119	23,299	22,119	23,299	16,495	21,457	2	38.6	Y	7½/1½	1	10-25	12/150	—	.10/.15	\$230P	\$120	
Fontana, CA	43	—	39,600	30,504	37,080	26,676	33,636	23,904	30,144	22,212	28,356	19,908	27,000	4	40	Y	12/1	—	15-30	12/UNL	100%	—	\$300	—	
*Fort Myers, FL	98	23,348	35,516	17,420	26,468	—	—	21,788	23,868	15,340	22,308	14,300	21,268	11	40	Y	9/2	—	10-20	12/UNL	33⅓%	—	\$450	\$520	
*Fort Pierce, FL	75	25,626	37,149	22,131	32,094	17,326	25,126	14,955	21,694	Rank	Rank	14,040	20,358	5	40	Y	11 1/½	—	12-15	30/UNL	50%	—	\$400P	—	
*Frederick, MD	74	24,998	34,937	18,654	26,073	17,766	24,829	16,114	22,521	14,616	20,428	13,920	19,456	25	40	Y	11/1	—	7-25	12/UNL	—	—	100%	\$150	
*Freeport, IL	42	19,584	25,788	18,600	24,552	17,748	23,340	16,932	22,188	—	—	15,084	19,092	17	40	Y	10/1	—	10-20	12/120	—	—	\$250	—	
Freeport, NY	77	—	—	44,793	—	39,870	40,520	34,841	36,141	34,636	34,936	22,879	30,465	4	40	Y	12 1/½	5	20-30	26/200	50%	\$1,500	—	\$475	
Fridley, MN	32	44,335	—	38,669	—	35,640	—	32,664	—	18,444	27,768	17,364	26,688	3	40	Y	11/1	—	12-20	12/120	—	—	100%	—	
Gadsden, AL	110	—	27,414	—	18,346	—	17,243	—	16,266	—	16,266	11,440	15,496	2	40	Y	9/2	—	5-20	12/12	9d	—	\$350	\$40m	
*Galesburg, IL	48	32,724	37,883	29,682	31,166	25,640	28,269	23,257	24,419	22,149	23,257	19,134	22,149	3	40	Y	9/1	3	10-25	12/120	25%	—	100%	\$50	
*Gardena, CA	69	44,616	54,324	39,408	48,048	35,676	43,548	27,732	33,708	24,624	29,928	22,920	27,840	3½	40	Y	11/1	—	10-20	9/UNL	50%	—	\$300	—	
*Garden City, MI	42	31,378	38,140	—	29,409	—	28,087	—	26,764	—	25,244	19,239	24,200	4	40	Y	13/1	3	12-27	12/60	50%	.18/.36	\$450	—	
Garden City, NY	46	—	46,650	—	—	36,054	37,329	32,010	33,285	—	—	19,324	27,090	15	40	Y	12/1	—	20-27	10/10	50%	\$1.00	—	FULL	
Garfield Heights, OH	45	33,945	—	28,572	—	25,795	—	23,494	—	—	—	16,713	20,965	2	40	Y	10/1	2	10-30	15/UNL	33%	—	\$300	—	
*Glendora, CA	46	39,684	48,240	34,656	42,132	30,360	36,912	26,808	32,580	+5%	—	22,320	27,132	4½	40	Y	9/1	—	15-19	12/UNL	\$1,500L	—	\$225	—	
*Grand Island, NB	43	25,200	36,000	20,286	27,272	19,201	20,145	17,835	18,531	17,214	17,699	13,650	18,990	10	40	Y	7 1/½	1	10-20	12/120	—	.06/.08	\$600	—	

HEALTH BENEFITS								PENSION						DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL		Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement		
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits							Master's Degree	
50%	90	\$50,000	—	—	—	—	—	40%	50%	60%	70%	55/28	5 60		5/VAR	5/VAR	X		X	N	—	10%	—	—	2xSAL	X	X	X	X	X
100%	X	\$1 MILL.	80%	80%	\$1,000	—	—	30%	37½%	45%	52½%	55/15	10 60	—/1½%y	—	—	—	—	Y	—	—	\$30	\$80	—	\$35,000	N	N	N	Y	N
100%	120	\$1 MILL.	100%	50%	\$1,000	—	80%	50%	—	70%	75%	50/10	10 —	—/65%	—/50%	—	50%	50%	N	—	—	—	—	\$10,000	X	X	N	Y	Y	
FULL	FULL	\$500,000	—	—	—	—	80%	50%	66.66%	75%	75%	55/20	10 70	5/25%	5/25%	20%	20%	Y	—	—	\$50	\$100	\$150	\$15,000	N	N	Y	Y	N	
100%	—	\$250,000	—	—	—	—	80%	25%	30%	40%	55%	—/15	10 70	1/X	10/X	10/X	X	X	Y	—	\$720	\$720	—	\$10,000	N	N	Y	N	N	
100%	—	\$250,000	\$100y	—	—	\$25y	100%	—	50%	65%	75%	X/25	10 62	—/75%	10/X	10/X	X	X	Y	X	—	—	—	\$20,000	Y	N	Y	Y	Y	
100%	UNL	\$10,000	100%	X	\$675	100%	80%	50%	60%	70%	75%	50/20	10 X	—/65%	—/50%	—	50%	50%	N	—	—	—	—	\$20,000	Y	N	Y	N	Y	
100%	120	\$250,000	(SET RATE PER SCHEDULE)					50%	60%	70%	74%	41/20	20 65	1/50%	1/50%	—	40%	40%	N	—	\$850	\$1,700	\$2,125	\$20,000	Y	N	N	N	Y	
100%	180	\$100,000	80%	—	\$1,000	—	80%	40%	50%	60%	66%	47/15	15 —	5/UNK	5/UNK	—	26y	26y	N	—	—	—	—	\$20,000	Y	N	Y	N	Y	
100%	365	X	100%	—	\$500	100%	100%	45%	56.25%	65%	65%	52/25	10 65	X/50%	10/33½%	75%	X	Y	25%	\$225	\$325	\$425	\$30,000	N	N	Y	Y	Y		
Y	720	X	80%	80%	—	—	—	—	60%	70%	72%	52/25	15 —	(PENSION BOARD)		—	X	X	N	—	\$60	\$50	—	\$10,000	N	N	Y	Y	N	
100%	120	\$50,000	(\$1,000 yr.)	\$800	\$50	\$2D	—	25%	30%	35%	55/25	12 60	—/50%	10/30%	12½%+	12½%+	Y	40%	\$150	\$300	—	—	—	\$10,000	Y	N	Y	Y	Y	
80%	UNL	\$1 MILL.	80%	80%	—	—	80%	45%	56%	68%	79%	50/8	10 70	—/20%	—/20%	—	—	—	N	—	—	—	—	2½xSAL	N	X	N	N	N	
100%	UNL	100%	100%	—	—	—	—	40%	50%	60%	75%	50/5	5 60	—/50%	X	50%	50%	N	9%	\$50m	\$100m	\$100m	\$10,000	Y	N	Y	Y	N		
100%	X	\$100,000	100%	X	X	X	X	50%	60%	70%	75%	50/20	10 X	X/65%	X/50%	65%	50%	N	—	X	X	X	1xSAL	X	X	X	X	X		
X	X	\$1 MILL.	X	X	X	X	X	50%	60%	70%	74%	55/20	X X	—/55%	X/55%	(30%S-10% ea. C)		—	N	—	—	—	—	\$5,000	X	X	N	N	Y	
100%	UNL	UNL	(FLAT FEE)	—	—	—	—	50%	60%	70%	75%	50/20	10 —	—/65%	—/50%	65%	50%	N	—	—	—	—	—	1xSAL	N	N	X	N	N	
80%	UNL	None	80%	50%	\$1,000	—	80%	50%	60%	70%	70%	50/20	5 60	—/50%	—/VAR	75%	VAR	N	7%	—	—	—	—	\$15,000	N	N	N	N	Y	
100%	UNL	\$500,000	100%	—	—	—	75%	50%	60%	70%	80%	50/20	10 —	—/100%	—	—	—	N	—	—	—	—	—	\$15,000	N	N	Y	Y	N	
100%	365	\$500,000	—	—	—	—	100%	50%	62½%	75%	75%	35/21	10 —	—/VAR	15/VAR	50%	50%	N	—	—	—	—	—	\$10,000	X	X	Y	N	N	
100%	365	\$1 MILL.	90%	90%	\$1,500	100%	\$2D	45%	57.5%	70%	70%	55/20	5 —	—/40%	5/10%	40%	\$1,500+	N	—	—	—	—	—	\$25,000	N	N	N	N	N	
100%	365	X	X	X	X	X	100%	—	60%	67.5%	72%	52/25	15 70	X	X	X	X	N	—	X	X	X	X	\$10,000	N	Y	Y	Y	Y	
100%	120	\$100,000	—	—	—	—	—	—	60%	65%	65%	46/25	15 —	—/40+%	5/40+%	3½yrs.	3½yrs.	N	—	\$1,025	\$2,050	—	—	\$10,000	N	N	Y	Y	N	
50%	—	80%	—	—	—	—	—	50%	—	—	—	41/20	X 60	5/50%	5/50%	50%	50%	N	—	—	—	—	—	\$1,000	N	X	Y	X	Y	
75%	X	X	—	—	—	—	—	50%	—(+ 2½% per yr.)—			55/20	20 65	—/72%	(2½%y)	72%	VAR	N	—	10%	15%	20%	\$3,000	Y	X	Y	Y	N		
X	X	X	—	—	—	—	—	36%	45%	54%	63%	55/—	— —	—/80%	X	33½%	X	Y	100%	\$720	—	—	—	1xSAL	X	X	X	X	Y	
100%	X	X	100%	X	\$1,500	X	—	40%	50%	75%	75%	50/20	X 60	X	X	X	X	N	—	—	—	—	—	X	N	X	N	N	N	
100%	365	None	80%	80%	—	—	80%	45%	56¼%	67½%	78¼%	55/20	10 —	—/40+%	—/40+%	(50%S-10%C)		Y	—	\$30	\$50	—	—	\$12,500	N	N	Y	Y	N	
100%	UNL	UNL	—	—	—	—	X	2.25%	2.25%	2.25%	2.25%	55/10	10 60	—/2.25%	10/2.25%	2.25%	2.25%	Y	—	—	—	—	—	\$10,000	N	X	Y	Y	N	
93%	70	UNL	—	—	—	—	80%	—	—35-55% 40-55%			51/30	5 65	X/66¼%	X/25%	(1 YR SALARY)		Y	—	\$180	\$360	—	—	\$2,000	N	N	Y	Y	Y	
100%	365	\$100,000	—	—	—	—	—	50%	60%	70%	75%	—/20	20 65	X/65%	X/50%	65%	50%	N	—	—	—	—	—	\$2,000	N	N	Y	N	Y	
100%	365	\$100,000	100%	—	\$500	—	\$1D	50%	50%	50%	50%	—/20	10 62	—/75%	10/33½%	VAR	—	Y	—	—	—	—	—	\$20,000	Y	Y	Y	Y	Y	
100%	—	—	—	—	—	—	—	46%	53%	56%	—	50/20	10 60	—/45%	—/45%	45%	45%	N	—	\$1,334	\$2,401	—	—	\$10,000	N	N	Y	Y	N	
100%	120	\$3,000	40%	—	—	30%	—	50%	50%	50%	50%	X/20	1 65	X/50%	X/50%	25%	25%	N	—	\$250	\$500	\$1,000	\$10,000	X	X	Y	Y	Y		
100%	UNL	\$100,000	—	—	—	—	100%	50%	60%	70%	75%	50/20	10 70	—/65%	—/50%	50%	50%	L	N	—	5%	—	—	\$10,000	N	N	Y	N	Y	
80%	None	None	100%	80%	\$750	100%	100%	40%	50%	75%	75%	50/1	5 —	—/50%	5/33%	50%	—	N	—	5%	10%	—	—	—	N	N	Y	Y	N	
100%	365	\$30,000	100%	100%	\$1,000	100%	100%	40%	50%	55%	60%	—/25	— 60	—/20%	—/20%	20%	20%	Y	—	100%	100%	100%	—	\$20,000	N	X	Y	Y	Y	
100%	365	\$100,000	100%	—	—	—	100%	50%	50%	50%	50%	—/20	10 60	—/75%y	10/35%	100%	X	Y	—	—	—	—	—	X	N	N	Y	Y	N	
100%	365	80%	—	—	—	—	—	50%	60%	67½%	72%	52/20	15 —	1/72%	1/1½%	25-50%	25-50%	N	—	\$2	\$4	—	—	\$5,000	N	X	Y	N	Y	
100%	X	X	—	—	—	—	—	X	X	X	X	55/20	X 65	5/50%	X	50%	50%	N	—	—	—	—	—	\$4,000	X	X	N	N	N	
100%	365	X	—	—	—	—	—	(40% at 55, 50% at 60)				55/25	— —	—/50%	—	50%	—	Y	—	—	—	—	—	\$10,000	N	X	Y	Y	Y	

POPULATION 25,000 to 50,000 (Continued)

*Grandview, MO	40	31,500	39,060	26,523	—	25,200	31,248	20,842	24,398	—	—	14,955	19,132	6	40	Y	8/2	1	10-15	12/X	—	—	—	\$360	
*Gulfport, MS	54	—	19,086	—	14,390	—	13,714	—	13,037	—	Same	10,687	12,360	1	40	Y	12/1½	7	10-20	7/UNL	—	—	—	—	
Hackensack, NJ	97	48,300	—	28,397	—	26,635	—	25,287	—	24,700	—	11,000	23,000	3	40	Y	11/1	1	18-32	15/UNL	—	—	\$300	—	
*Hagerstown, MD	92	32,476	41,894	20,223	26,088	18,900	24,381	17,664	22,787	—	—	12,925	17,325	4	40	Y	1/X	1	10-25	15/130	100%	—	\$300P	X	
*Hanover Park, IL	X	32,298	41,221	—	—	24,305	31,020	22,046	28,136	19,044	24,305	19,044	24,305	6	40	N	9/1½	3	10-20	X	—	—	\$250	—	
*Harlingen, TX	X	27,324	—	13,192	22,092	17,316	21,036	16,500	20,064	12,924	17,316	12,924	17,316	11	40	Y	6/1	6	15-21	15/NA	—	—	\$250	100%	
*Harvey, IL	71	—	36,080	—	27,130	—	24,810	—	23,959	—	23,255	20,013	21,803	2	40	Y	14/1½	3	10-30	15/145	—	—	\$225	—	
*Hastings, NB	X	22,279	30,146	16,356	23,412	15,600	21,504	15,600	19,680	13,200	19,680	13,200	17,280	8	40	Y	8.5/1	X	10-20	12/120	—	—	\$600	—	
*Haverhill, MA	79	—	37,000	—	34,000	—	—	—	27,500	—	—	16,900	19,250	2	37½	Y	11/1	4	10-20	15/UNL	40%	6%	\$375	\$100	
*Hempstead, NY	X	—	46,725	—	41,199	37,443	38,593	33,698	34,948	30,871	33,980	23,052	29,459	6	37	Y	14/3½	X	30-45	26/UNL	200d	Y	\$400	\$300	
*Henderson, KY	44	19,594	23,899	16,078	19,595	14,560	17,742	13,166	16,078	13,166	16,078	11,918	14,560	7	40	Y	7/X	1	15	12/120	—	—	\$250	\$200	
*Hickory, NC	89	25,351	33,974	17,153	22,985	15,566	20,858	14,111	18,917	—	—	10,539	18,014	X	40	Y	12/1½	X	X	(UNL)	—	—	100%	—	
Highland, IN	34	25,211	27,001	—	—	—	24,284	—	22,974	—	21,944	16,640	20,743	3	40	N	5/X	3	14-35	—	—	—	\$500	—	
Highland Park, IL	56	—	45,129	28,972	38,964	26,247	35,300	23,779	31,980	20,251	27,236	20,251	27,236	5	40	Y	8/2	1	10-20	12/UNL	50%	—	100%	100%	
*Hobbs, NM	X	—	—	24,816	33,240	21,540	28,728	20,424	27,348	20,424	27,348	18,528	24,816	5½	40	Y	6/2	X	12-15	12/134	—	—	\$420	X	
*Hoffman Estates, IL	57	—	39,750	33,030	34,000	30,119	32,330	26,224	28,555	—	25,281	18,090	25,281	4	40	Y	6/1	6	10-25	12/UNL	—	—	\$375	—	
*Holland, MI	X	32,365	41,122	28,163	35,464	26,146	32,219	21,632	26,354	20,675	25,210	18,803	23,504	3½	40	Y	8/2	5	5-25	13/90	50%	—	\$400	Y	
*Hopkinsville, KY	43	21,000	25,950	15,023	—	—	—	—	13,774	—	13,951	—	10,743	12,819	2	40	Y	5/1	—	15	12/120	25%	—	\$400	—
*Huntington Park, CA	53	37,260	45,288	34,116	41,472	30,114	36,636	27,312	33,192	Rank	Rank	23,052	28,020	3	40	Y	9/1½	—	11-25	12/88	50%	—	\$210	X	
Hutchinson, KS	54	24,756	33,024	21,564	26,940	19,836	24,756	17,436	21,744	17,436	21,744	15,132	18,120	2½	40	Y	7/2	2	14-28	12/UNL	60d	—	ALL	ALL	
*Idaho Falls, ID	64	—	34,000	23,109	30,222	20,946	27,290	20,051	24,773	18,491	22,796	15,683	22,505	16	40	Y	10/2	—	11-21	(UNL)	25%L	—	\$240	\$200	
*Inkster, MI	29	—	32,659	—	—	—	27,885	—	26,026	20,861	24,450	14,200	23,066	3	40	Y	13/1½	X	12-19	12/—	50%	—	\$550	—	
*Ithaca, NY	60	25,885	36,843	21,760	25,488	—	—	—	18,359	22,088	—	14,960	18,756	6	40	Y	11/2	2	10-20	12/150	X	Y	\$215	—	
*Jackson, MI	77	30,327	37,623	27,689	34,002	25,114	30,841	22,838	28,161	21,789	25,916	18,569	23,918	5	40	N	12/1	—	10-23	12/UNL	—	—	\$500P	—	
Johnstown, PA	66	—	21,840	—	19,320	—	18,690	—	18,060	—	18,060	16,485	17,430	4	37½	Y	13/2	—	21-33	30/105	100%	10/15	\$350	—	
*Joplin, MO	64	—	—	19,008	23,040	17,568	21,288	16,224	19,728	14,952	18,228	13,692	16,824	9	40	Y	8/1½	—	10-15	12/UNL	—	—	\$396	—	
Kent, OH	X	26,364	31,720	24,180	29,120	20,758	26,978	19,074	24,814	17,493	22,734	17,493	22,734	4	40	Y	13/1½	—	10-25	15/UNL	50%	—	\$450	—	
*Kentwood, MI	31	—	30,000	—	27,500	—	27,000	25,814	—	24,321	—	16,800	23,821	4	40	Y	11/2½	—	5-15	18/200	\$1dXy	—	Paid	Paid	
Kearny, NJ	125	—	49,300	—	31,000	—	28,470	—	26,167	—	23,476	22,443	23,176	3	40	Y	12/1	2	12-35	(UNL)	—	\$100y	\$425	—	
*Kingsport, TN	X	28,109	30,333	15,858	20,240	14,384	18,358	—	—	—	18,358	13,047	16,651	5	40	Y	8/1½	X	14-28	12/100	—	—	100%	100%	
*Kirkwood, MO	52	—	39,627	—	29,508	—	27,324	—	22,932	—	21,228	17,688	21,228	3	40	Y	10/1½	—	10-20	X	—	—	\$420	—	
Lafayette, IN	79	—	24,102	—	20,540	—	19,487	—	18,837	—	17,771	14,404	17,270	1	40	Y	1/1	3	10-25	30/30	—	—	\$450	—	
*Lake Worth, FL	63	—	—	26,936	29,702	23,254	25,646	20,092	22,152	—	—	15,724	19,136	4	40	Y	9/1	3	10-16	12/X	X	—	—	—	
Lancaster, OH	57	20,924	25,521	18,844	23,088	17,596	21,569	16,307	20,072	15,350	18,948	15,350	18,948	4	44	Y	11/1	—	14-35	15/UNL	120d	.15	\$275	—	
*Lansing, IL	38	33,697	39,828	31,031	35,958	28,114	32,577	26,833	31,079	—	—	18,000	29,483	16	40	Y	6/2	3	10-20	UNL	—	—	\$250	—	
*Laramie, WY	39	26,736	33,768	23,796	30,048	21,168	26,736	17,772	22,452	18,840	23,796	15,828	17,968	3½	40	Y	8/1½	—	10-20	45/90	—	—	100%	100%	
*Las Cruces, NM	74	26,710	37,587	20,893	29,396	18,168	25,562	16,532	25,645	—	—	12,335	19,173	9	40	Y	9/1½	X	10-20	10+/UNL	X	X	\$420	X	
*Laurel, MS	63	22,257	—	17,267	—	16,575	—	15,770	—	15,176	—	14,594	15,176	½	40	Y	10/1	3	10-20	12/60	—	—	\$500	X	
Leavenworth, KS	X	30,000	40,000	18,640	22,981	17,789	21,885	16,974	20,893	16,212	20,005	15,485	19,366	—	40	Y	8/2	—	10-15	12/UNL	33%	—	\$400	—	
*Lewiston, ID	X	25,461	29,055	21,376	24,393	20,780	22,367	18,607	20,028	Rank	Rank	14,380	17,934	4	40	Y	12/1	—	12-25	12/120	25%	—	\$200	—	
Lewiston, ME	72	22,724	27,092	21,732	—	19,708	—	16,640	18,772	16,016	—	13,104	15,236	4	37.33	Y	10/1½	X	12-15	12/130	50%	X	\$250	X	
*Lexington, MA	54	—	40,000	—	32,000	—	27,000	—	23,800	—	+1,250	15,735	20,741	4	40	Y	11/1	2	5-20	15/120	—	5%	FULL	—	

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		Social Security	% of Write-Off Against Pension	EDUCATIONAL			Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement	
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service			60 Credits	120 Credits	Master's Degree		Choice of Counsel	Limitation on Fee				
94%	365	\$1,000	25%	—	—	—	80%	—	—	—	—	55/25	—	62	—	—	—	—	Y	—	—	—	\$10,000	N	N	N	N	N		
80%	ALL	VAR	—	—	—	—	—	50%	—	66%	—	—/20	—	—	5/100%	5/1/40y	100%	1/40y	Y	—	\$50	\$100	\$150	\$25,000	Y	N	Y	N	N	
100%	365	UNL	—	—	—	—	80%	—	60%	65%	65%	—/25	10	65	—/60%	5/40%	30%	20%	N	—	\$10	X	X	3 1/2xSAL	N	N	Y	Y	N	
100%	120	\$250,000	100%	—	—	—	—	—	40%	55%	55%	X/25	—	—	Wo. Comp.	X	Wo Comp.	X	X	Y	X	X	X	\$10,000	N	N	N	Y	Y	
100%	60	X	—	—	—	—	—	50%	60%	70%	75%	50/20	10	X	10/65%	X	X	X	Y	—	—	—	\$30,000	N	X	Y	N	N		
100%	—	80%	—	—	—	—	—	X	X	X	X	60/10	X	65	X	X	X	X	Y	X	—	—	—	\$6,000	Y	N	Y	N	Y	
100%	VAR	VAR	—	—	—	—	\$10	50%	60%	70%	75%	50/20	10	—	—/65%	10/55%	50%	50%L	N	—	\$360	\$720	\$900	\$10,000	Y	N	Y	Y	Y	
100%	X	\$250,000	—	—	—	—	—	—	40%	50%	50%	55/25	—	70	—/50%	25/40%	40/50%	—	Y	—	—	—	—	\$5,000	N	X	Y	Y	Y	
75%	X	X	X	X	X	X	X	50%	62 1/2%	75%	80%	55/20	X	65	—/72%	10/50%	72%	50%	N	5%	15%	20%	30%	\$5,000	N	N	Y	Y	Y	
100%	365	80%	100%	—	—	—	100%	50%	50%	50%	50%	X/20	10	62	—/75%	X	X	X	Y	—	X	X	X	\$20,000	Y	X	Y	Y	Y	
80%	X	X	—	—	—	—	X	50%	60%	75%	75%	21/20	X	X	—	X	X	X	N	—	—	—	—	\$2,000	X	X	Y	N	Y	
100%	X	X	—	—	—	—	—	X	X	X	X	X	X	X	X	X	X	X	Y	X	X	X	X	X	X	X	N	N	N	
100%	—	—	—	—	—	—	—	50%	60%	70%	74%	41/20	20	X	1/50%	1/50%	30%	—	N	—	X	X	X	\$10,000	N	N	N	N	N	
100%	365	\$1,000m	70%	X	50%	—	—	50%	60%	70%	75%	50/20	—	63	X/65%	X/65%	—	—	N	—	—	—	—	—	X	X	X	X	X	
60%	UNL	UNL	80%	50%	—	—	80%	—	50%	60%	X	—/25	X	70	VAR	VAR	VAR	VAR	Y	X	10%	X	X	\$3,000	X	X	N	N	N	
100%	UNL	\$1 MILL.	—	—	—	—	80%	50%	60%	62%	62%	50/20	10	—	—/65%	10/50%	65%	50%	N	—	—	—	—	\$10,000+	Y	N	N	Y	N	
100%	X	X	—	—	—	100%	\$20	40%	50%	60%	—	55/10	10	65	10/20%	10/20%	50%	50%	N	—	—	—	—	\$10,000	N	X	N	Y	Y	
100%	70	\$1 MILL.	—	—	—	—	—	50%	60%	75%	75%	41/20	1	—	1/to 50%	—	50%	50%	N	—	—	—	—	\$10,000	X	X	N	N	Y	
100%	X	—	95%	X	—	—	—	50%	60%	75%	—	65/50	5	65	(No Limit)	5/UNK	50%	—	N	—	6 1/2%	—	—	—	—	X	X	Y	Y	N
100%	120	\$1 MILL.	100%	—	UNL	—	—	40%	50%	60%	70%	50/20	20	—	5/50%	5/29y	50%	29y	N	—	—	—	—	\$25,000	N	N	Y	Y	Y	
100%	70	\$250,000	100%	130%	—	100%	80%	40%	50%	60%	70%	X/29	5	70	10/50%	10/50%	—	—	Y	—	—	—	—	2xSAL	N	X	Y	N	Y	
100%	365	\$1 MILL.	—	—	—	—	\$20	40%	50%	50%	50%	55/25	—	65	—/50%	—	100%	—	N	—	\$200	\$400	\$500	—	\$15,000	N	Y	Y	Y	N
100%	X	X	—	—	—	—	—	50%	50%	60%	70%	—/20	10	70	—/75%	10/1/60	50%	25%	Y	—	\$600	\$920	—	—	—	N	N	Y	Y	Y
100%	365	—	—	\$250	—	—	\$20	—	62.5%	67.5%	72.5%	—/25	X	X	—/50%	5/1 1/2y	Wo. Comp	VAR	N	—	—	—	—	\$30,000	N	N	Y	Y	Y	
100%	365	UNL	100%	—	X	75%	100%	50%	50%	50%	50%	50/20	—	65	15/50%	15/50%	25%	25%	N	—	\$300	\$600	—	\$15,000	Y	N	Y	Y	Y	
100%	UNL	UNL	—	—	—	—	\$20	50%	55%	60%	65%	55/20	—	60	—/50%	3/2 1/2y	25%	5%	N	—	—	—	—	\$10,000	X	X	N	N	Y	
100%	60	\$300,000	100%	80%	\$750	100%	100%	—	50%	66%	72%	52/25	15	70	5/X	5/X	VAR	VAR	N	—	—	—	—	\$15,000	Y	N	Y	Y	N	
100%	180	X	—	—	—	—	80%	40%	50%	60%	70%	55/10	10	65	—	—	X	X	Y	—	\$300	\$600	\$600	\$15,000	N	N	N	Y	N	
100%	365	\$200,000	70%	50%+	50%	—	\$1,250	—	60%	65%	70%	43/25	10	65	—/66%	5/40%	25%	25%	N	—	(TUITION & BOOKS)	—	—	\$5,000	Y	Y	Y	Y	Y	
Y	X	\$50,000	—	—	—	—	—	—	75%	75%	75%	55/25	5	65	X	X	X	X	Y	X	X	X	X	\$10,000	Y	N	N	N	N	
100%	365	\$5,000	100%	100%	\$500	—	—	—(BASED ON ACCRUAL RATE)—				55/10	10	65	—/VAR	VAR	50%	50%	N	—	\$300	\$420	—	\$10,000	N	N	Y	N	Y	
99%	365	\$1 MILL.	80%	80%	\$1,000	—	80%	50%	60%	70%	74%	55/20	—	65	—/90%	—/90%	32%	32%	N	—	—	—	—	\$5,000	N	Y	N	N	Y	
100%	X	X	—	—	—	—	X	50%	62.5%	75%	87.5%	48/10	15	60	—/50%	10/25%+	Same	Less	Y	—	—	—	—	\$5,000	Y	X	Y	N	Y	
100%	100%	\$250,000	—	—	—	—	80%	—	60%	70%	72%	52/25	15	70	X	X	X	X	N	—	\$420	\$780	\$780	\$10,000	N	N	Y	Y	Y	
Y	X	Y	Y	—	Y	—	Y	50%	60%	80%	—	50/20	—	65	—/65%	10/65%	—	—	N	—	—	—	—	100%	N	X	Y	N	Y	
100%	365	\$250,000	100%	50%	50%	—	—	50%	62 1/2%	62 1/2%	62 1/2%	39/20	10	65	X/62 1/2%	X/50%	33%	25%	N	—	—	—	—	1xSAL	N	N	Y	N	N	
50%	365	80%	X	X	X	X	80%	—	50%	60%	70%	—/25	25	X	10/50%	10/20%	X	X	N	—	X	X	X	X	X	X	X	N	Y	
50%	X	\$1 MILL.	—	—	—	—	—	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
50%	120	\$500,000	100%	50%	\$250	—	—	40%	50%	60%	70%	55/20	20	—	—/50%	5/2y	50%	29y	N	—	4%	8%	10%	\$2,000	N	N	Y	N	Y	
80%	UNL	\$1 MILL.	80%	80%	—	—	80%	40%	50%	60%	70%	19/5	5	—	10/VAR	10/VAR	VAR	VAR	Y	—	—	—	—	\$10,000	N	X	N	N	N	
100%	121	\$50,000	X	X	X	X	X	X	50%	X	X	X	10	X	X	X	X	X	N	—	X	X	X	45%	Y	N	Y	Y	Y	
75%	X	X	—	—	—	—	X	—(BASED ON AGE + YEARS)—				X	X	65	X/72%	X	X	X	N	—	\$900	\$1,550	—	\$5,000	N	X	Y	Y	N	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 25,000 to 50,000 (Continued)																									
Lima, OH	87	26,449	28,044	23,604	24,950	21,938	22,338	19,020	20,752	19,020	19,341	15,410	18,039	5	40	Y	12/1½	—	5-25	15/UNL	33⅓%L	—	\$180	—	
*Lincoln Park, MI	60	41,473	—	—	—	31,360	—	29,084	—	—	—	18,518	23,636	3	40	Y	12/1½	6	20-30	UNL	X	.10/.20	\$275	\$138	
Linden, NJ	127	43,367	—	33,928	—	30,844	—	27,787	—	26,203	—	19,296	24,375	5	37½	Y	14/1	—	12-27	15/X	33⅓%L	—	\$350	\$204	
Littleton, CO	53	—	—	31,866	41,441	29,369	38,121	26,371	34,286	23,990	29,318	19,848	24,312	3	40	Y	11/1	—	12-22	12/360	20%	—	\$180	\$240	
*Logan, UT	33	25,725	34,022	22,627	30,115	20,431	27,412	18,491	24,870	16,457	23,599	15,394	23,599	14	40	N	11/X	—	10-20	12/30	—	—	FURN	FURN	
*Lombard, IL	52	32,886	44,396	28,408	38,350	31,164	31,736	27,719	28,991	18,084	26,712	17,223	25,440	7	40	Y	9/2	1	10-25	12/UNL	25%	—	\$300	—	
Long Branch, NJ	79	—	—	27,930	—	26,271	—	24,612	—	23,003	—	13,728	22,628	5	40	Y	14/2	3	15-20	15/UNL	40%	—	\$375	\$100	
Longmont, CO	64	33,768	42,216	30,408	38,004	31,716	33,342	28,548	30,048	25,692	27,048	19,464	27,048	VAR	40	Y	9½/X	—	11-15	12/UNL	50%	—	\$300	\$300	
Longview, WA	49	—	44,892	—	—	—	35,548	—	31,728	—	27,520	22,388	27,520	5	40	Y	12/1½	—	5-20	12/UNL	50%	—	\$150	\$200	
*Lufkin, TX	50	23,832	—	21,300	—	18,108	—	16,580	—	15,852	18,108	13,836	15,852	3	40	Y	7/3	1	15-22	15/90	100%	—	FURN	\$420	
*Madison Heights, MI	X	33,150	34,895	30,779	32,399	26,874	27,676	24,566	25,289	25,423	25,423	20,694	24,504	3	40	Y	12/1½	12	10-25	12/48	50%	.25	\$450	—	
*Manchester, CT	87	28,842	34,610	25,370	27,907	—	22,909	—	21,419	—	20,317	16,199	19,573	3	40	Y	12/1½	—	10-20	15/UNL	105d	—	\$320	\$150	
Manitowoc, WI	65	—	27,540	—	22,908	—	21,600	—	20,796	20,796	21,600	16,152	19,296	3½	37½	Y	9½/1½	—	7-26	12/120	50%	.12/.14	\$260	—	
*Mankato, MN	35	30,456	40,980	22,368	29,196	—	—	21,972	21,972	—	—	17,604	20,616	3	40	Y	10/1½	—	10-25	12/UNL	25%	—	\$202	\$166	
Maple Heights, OH	X	32,905	—	29,619	—	27,144	—	24,876	—	23,857	—	20,696	22,817	2	40	Y	12/1	—	10-30	15/240	33⅓%L	—	\$300	\$250	
Marion, IN	66	18,264	—	16,799	—	16,571	—	16,176	—	15,444	—	11,927	14,833	1	40	N	—/X	4	10-35	6/—	100%	—	\$525	—	
Marion, OH	X	25,646	32,036	21,546	26,845	—	—	19,771	24,574	—	—	18,170	23,362	3	40	Y	18/1½	4	10-25	(UNL)	50%	—	\$400	\$400	
*Marlborough, MA	47	—	32,500	—	23,000	—	21,000	—	19,000	+1,155	—	13,815	16,500	1	37	Y	11/1½	6	14-35	15/120	25%	4%	\$325	Y	
Marple Twp., PA	33	—	40,750	—	—	—	32,788	—	29,740	—	29,740	22,036	27,036	4	40	Y	14/1	—	10-25	UNL	—	8%	UNL	—	
*Marshalltown, IA	42	28,515	30,017	21,430	22,557	—	—	19,427	20,454	—	—	13,614	18,949	5	40	Y	9/2½	1	5-25	13/130	25%	—	\$275	X	
Massillon, OH	50	21,686	25,809	19,520	22,858	18,798	22,136	18,295	21,414	16,224	19,718	16,224	19,718	X	40	Y	13/1½	4	10-30	15/180	130d	—	\$350	—	
Mayfield Heights, OH	34	—	35,400	—	31,435	—	29,063	—	25,678	—	24,592	17,933	24,292	2	40	Y	10/1	—	14-35	15/UNL	45d	—	\$400	—	
*Medford, OR	64	30,480	43,020	25,464	35,952	—	—	22,380	31,584	19,812	29,868	18,012	27,144	4	40	Y	12/1	—	10-30	12/X	—	—	100%	—	
*Melrose, MA	60	—	38,724	—	—	24,009	25,606	20,877	22,266	—	—	16,214	19,362	4½	37½	Y	11/1	—	14-35	15/150	\$1,000	—/\$760	\$325	—	
*Melrose Park, IL	X	—	30,000	—	—	—	27,992	—	26,226	—	+900	12,500	24,460	4	40	Y	6/X	5	15-30	—	5d	—	FURN	—	
*Menlo Park, CA	X	—	49,332	—	40,704	—	35,976	26,754	32,510	24,282	29,480	23,118	28,077	3½	40	Y	11/2	X	11-21	30/—	—	—	\$400	—	
Mentor, OH	57	29,700	38,610	25,300	32,880	26,026	27,820	23,322	24,934	17,992	22,698	17,992	22,698	4	40	Y	11/1	2	10-20	15/UNL	33⅓%L	—	\$425	\$160	
*Merced, CA	X	35,748	43,452	28,152	34,224	25,524	31,044	22,272	27,060	—	+720	18,324	22,272	3½	40	Y	12/2	X	10-20	12/132	50%L	—	X	\$408	
Merrillville, IN	34	25,220	—	—	—	20,540	—	19,500	—	—	—	14,747	18,720	2	40	N	8/1	X	14-35	9/120	—	—	\$350	—	
Michigan City, IN	83	20,342	—	18,397	—	17,436	—	16,537	—	—	—	11,832	14,912	2	40	Y	11/4%	3	7-41	30/30	33%	2%/4%	\$900	X	
Middletown, OH	X	35,000	40,640	30,000	33,819	26,000	29,466	22,000	25,674	18,900	21,486	18,900	21,486	4½	40	Y	10/X	X	10-15	15/X	—	Y	\$250	—	
Millcreek Twp., PA	50	—	27,388	—	25,997	—	24,687	—	22,982	—	22,982	19,504	21,109	2½	40	Y	14/1	2	10-25	15/165	12½%L	Y	FURN	\$200	
*Milton, MA	55	—	38,815	—	—	—	25,694	—	22,269	—	19,543	14,869	18,843	5	40	Y	11/1	—	10-25	15/UNL	\$15d	\$17.	\$250	\$200	
Minnetonka, MN	40	—	39,977	—	34,200	—	34,200	—	29,119	—	26,567	20,895	25,367	5	40	Y	11/2	X	10-25	12/UNL	X	X	\$258	X	
*Minot, ND	59	27,793	35,481	21,778	27,793	19,756	25,210	17,921	22,863	17,921	22,863	15,475	20,742	6	40	Y	9/1	—	12-18	12/120	—	—	—	\$250	Pd.
Mishawaka, IN	X	—	18,000	—	16,961	—	16,404	—	16,033	—	16,404	14,407	15,695	1	38½	Y	11/1	—	7-35	80/—	—	—	—	\$540	—
*Moline, IL	65	36,171	40,393	30,425	34,770	26,165	29,901	23,933	27,356	21,881	25,025	21,881	25,025	6	40	Y	10/1½	10	6-27	12/492	25%	.15/.20	\$400	—	
*Monrovia, CA	51	34,776	45,216	30,732	39,336	27,360	34,932	23,736	30,300	19,984	26,737	19,032	25,464	4	40	Y	9/1	X	11-21	12/120	—	—	—	\$265	FULL
*Monterey, CA	50	—	49,440	33,888	41,196	29,280	35,580	24,084	29,280	23,052	28,020	21,000	25,536	5	40	Y	12/1	—	10-20	12/160	—	—	—	\$300	—
*Morgantown, WV	50	27,443	—	21,402	—	18,476	—	17,592	—	—	—	14,355	16,762	2	40	Y	12/1	6	10-20	18/90	25%	—	—	\$350	\$100
Mt. Lebanon, PA	44	—	35,100	—	29,120	27,742	28,600	—	26,936	25,688	25,688	22,932	25,688	3	40	Y	11/2	4	10-25	18/120	Excess	.55/.70	\$200	\$200	

HEALTH BENEFITS								PENSION						DISABILITY		SURVIVOR'S BENEFIT		Social Security	% of Write-Off Against Pension	EDUCATIONAL			Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement	
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related			Non-Service	60 Credits	120 Credits		Master's Degree	Choice of Counsel				Limitation on Fee
100%	365	\$1 MILL.	—	—	—	—	\$20	—	60%	67½%	72%	48/25	15	—	X	X	X	X	—	—	—	\$3,000	N	X	Y	Y	N		
100%	365	80%	100%	100%	—	\$100	100%	2½%y	2½%y	70%	70%	—/28	10	60	—(10/2½% per yr.)	—	50%	50%	N	—	—	\$30,000	N	N	N	Y	Y		
100%	120	80%	100%	100%	\$1,000	100%	100%	—	60%	65%	65%	—/25	10	65	1/66½%	5/40%	25%	—	N	—	\$704	X	X	\$15,000	Y	N	Y	Y	Y
100%	X	X	100%	50%	\$1,000	—	—	—	50%	50%	50%	60/25	10	—	—/40%	—/40%	25%	25%	N	—	—	—	\$20,000	N	N	N	Y	N	
100%	365	\$100,000	—	—	—	—	100%	50%	60%	70%	70%	41/20	20	—	5/85%	5/85%	65%	65%	N	—	—	—	\$25,000	N	N	Y	N	Y	
100%	70	\$1 MILL.	—	—	—	—	—	50%	60%	70%	75%	50/20	10	70	1/65%	1/50%	65%	50%	N	—	\$250	\$375	\$375	SAL	Y	Y	Y	N	Y
100%	365	80%+	100%	75%	50%	—	—	—	60%	65%	65%	43/25	15	65	—/100%	¼/100%	X	X	N	—	—	—	\$5,000	Y	N	Y	Y	Y	
100%	UNL	Total	100%	80%	80%	—	80%	50%	50%	50%	50%	—/25	—	70	X	X	X	X	N	—	—	—	1½xSAL	N	X	Y	N	N	
100%	UNL	100%	100%	—	—	—	80%	40%	50%	60%	70%	50/20	5	60	—/50%	—/50%	50%	50%	Y	—	\$20	\$30	—	\$10,000	N	Y	Y	N	Y
100%	365	\$1,000	—	—	—	—	80%	X	X	X	X	—	10	—	1/100%	X	X	X	Y	X	—	—	—	\$5,000	N	N	Y	N	Y
100%	X	X	100%	X	X	100%	X	40%	50%	55%	55%	—/25	10	65	X	X	X	X	N	—	\$100	\$200	\$300	\$25,000	N	N	Y	Y	N
100%	365	\$250,000	—	—	—	—	\$500	—	50%	60%	66½%	50/25	10	60	(Unlimited)	15/\$45w	—(Comp. Board)	—	Y	—	\$300	\$500	—	\$20,000	Y	Y	N	Y	N
95%	365	\$250,000	—	—	—	—	—	—	—	—	—	55/20	X	55	X/50%	—	50%	—	Y	—	—(Max. \$30.)	—	\$11,000+	N	N	N	Y	Y	
100%	365	\$1 MILL.	—	—	—	—	X	50%	50%	50%	50%	50/20	—	65	—/50%	—/50%	—(\$175 + \$25)	—	N	—	—	—	1.3xSAL	Y	N	Y	Y	Y	
100%	365	X	—	—	—	—	—	50%	60%	67½%	72%	48/20	X	65	—/50-72%	5/X	X	X	N	—	—	—	X	N	N	Y	Y	Y	
100%	100%	100%	—	—	—	—	—	50%	60%	70%	74%	—/20	—	—	—/55%	—/55%	30/60%	30/60%	N	—	—	—	\$10,000	N	N	N	Y	Y	
100%	UNL	X	80%	80%	X	—	100%	30%	60%	67½%	72%	48/25	X	—	—/X	5/X	X	X	N	—	—	—	\$5,000	N	N	Y	Y	Y	
50%	X	X	X	X	X	X	80%	50%	62½%	75%	80%	55/20	X	65	—/72%	X	X	X	N	—	10%	12%	15%	\$2,000	N	X	Y	Y	Y
100%	365	\$1 MILL.	100%	100%	\$2,000	100%	95%	—	50%	50%+	50%+	55/25	12	70	—/75%	—/45%	—	—	N	—	\$300	\$600	—	\$50,000	X	X	X	X	X
100%	X	X	100%	—	\$1,000	—	—	—	50%	50%	50%	55/22	15	65	5/66%	5/50%	66%	50%	N	—	—	—	\$5,000	N	N	Y	Y	Y	
100%	365	100%	100%	100%	—	100%	80%	30%	60%	67½%	72%	52/25	15	—	—/66%	5/66%	—(\$210S - \$68C)	—	N	—	\$300	\$600	—	\$5,000	Y	X	Y	Y	Y
100%	365	\$250,000	100%	80%	X	—	100%	30%	60%	67½%	72%	52/25	15	65	—/72%	5/72%	100%	X	N	—	—	—	—	—	N	N	Y	N	N
100%	X	80%	100%	—	—	30%	—	40%	50%	60%	70%	50/25	10	60	VAR	10/50%	VAR	VAR	Y	—	3%	6%	10%	\$20,000	N	N	N	Y	N
50%	—	—	—	—	—	—	—	X	X	X	X	55/32	10	65	—/72%	—	X	X	N	—	15%	20%	30%	—	X	X	Y	Y	N
FULL	FULL	UNL	80%	50%	\$1,000	X	80%	50%	60%	70%	75%	50/20	10	65	1/65%	10/50%	50%	50%	N	—	—	—	\$10,000	X	X	Y	Y	Y	
X	X	X	X	X	X	X	X	40%	50%	60%	70%	55/10	10	55	1/50%	X	X	X	N	—	—	5%	7½%	1½xSAL	N	N	N	Y	N
100%	730	\$250,000	100%	—	\$800	—	100%	—	60%	67½%	72%	52/25	15	60	5/72%	5/72%	\$210S-\$68C	X	N	—	\$312	\$312	—	\$5,000	Y	N	Y	Y	N
80%	X	\$300,000	\$600	X	—	\$90	80%	X	X	X	X	55/5	X	65	—/X	5/X	50-70%	6mSAL	Y	X	X	X	X	\$5,000	X	X	N	Y	N
70%	120	X	X	X	X	—	—	50%	—	—	—	41/20	20	—	—/67%	X	X	X	N	—	—	—	—	\$5,000	Y	N	N	N	Y
99%	365	X	—	—	—	—	—	50%	60%	70%	74%	41/20	X	—	—/50%	—/50%	30-50%	30-50%	N	—	—	—	—	\$10,000	N	N	Y	Y	Y
100%	365	80%	X	—	—	—	X	—	60%	to	72%	52/25	—	—	5/X	5/X	—	—	N	—	—	—	—	\$7,000	N	N	Y	Y	N
100%	90	UNL	100%	50%	—	50%	\$10	—	50%	—	—	50/25	½	N	10/2½y	10/2½y	1½y	1½y	N	—	—	—	—	\$55,000	X	X	N	Y	N
50%	X	X	—	—	—	—	80%	50%	60%	70%	80%	X	X	65	—/72%	10/X	50%	X	N	—	\$1,100	\$2,200	—	\$2,000	N	N	Y	Y	N
100%	X	X	X	X	X	X	X	50%	60%	70%	80%	55/10	10	65	X	X	50%	50%	N	—	\$50	\$100	—	\$15,000	X	X	Y	Y	N
64%+	365	\$500,000	—	—	—	—	\$20	60%	60%	60%	60%	60/15	15	60	—/60%	10/60%	27%	27%	N	—	—	—	—	\$7,500	N	N	Y	Y	N
Y	100%	80%	—	—	—	—	—	50%	60%	70%	75%	55/20	10	—	1/50%	1/50%	30%	30%	N	—	—	—	—	\$10,000	Y	N	X	Y	Y
100%	X	\$1 MILL.	—	—	—	—	\$20	50%	60%	70%	75%	50/20	10	60	—/65%	—/50%	50%	50%	N	—	—	—	—	\$10,000	N	X	N	Y	N
100%	365	\$300,000	100%	—	—	—	80%	40%	50%	60%	70%	55/25	5	65	—/50%	—	25%	—	N	—	\$50	\$100	\$100	\$1,000	N	N	N	Y	N
100%	120	\$50,000	100%	50%	\$1,000	100%	80%	40%	50%	60%	70%	50/5	—	65	—/50%	5/33½%	VAR	VAR	N	—	5%	5%	5%	\$4,000	N	X	N	N	N
100%	365	\$50,000	—	—	—	—	—	60%	65%	70%	—	50/20	20	65	—/60%	5/60%	30%	30%	N	6%	—	—	—	\$10,000	N	N	Y	N	N
100%	120	\$50,000	100%	50%	\$1,500	50%	—	50%	50%	50%	50%	55/20	12	55	—/66½%	—/66½%	—	—	Y	\$108	\$500	\$500	\$500	\$50,000	Y	N	Y	Y	N

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX											
		POPULATION 25,000 to 50,000 (Continued)																						
Mt. Pleasant, MI	X	—	33,000	—	29,000	—	—	23,118	—	22,137	—	13,969	21,589	3	40	Y	9.5/2	2	10-25	12/200	50%	.25	\$200	X
*Murfreesboro, TN	63	—	25,188	18,100	19,135	—	17,800	14,688	16,244	15,227	17,113	13,071	15,375	—	40	Y	9/1½	X	10-15	12/90	—	—	\$450	—
*Nampa, ID	30	22,876	27,831	19,612	23,863	16,814	20,457	15,569	18,942	14,416	17,539	—	—	6	42	Y	9/2	—	12-21	12/UNL	—	—	\$240	\$108
*Naperville, IL	55	30,582	41,384	—	—	22,884	30,961	21,399	28,952	18,589	24,112	18,589	24,112	5	40	Y	11/1½	—	10-25	12/120	75%	—	FURN	\$75
*Naugatuck, CT	42	—	25,187	—	21,769	—	17,457	—	16,596	—	16,301	13,895	15,735	1	40	Y	13/1	5	5-25	15/120	100%	Y	\$325	\$200
*Needham, MA	54	35,378	38,913	—	—	24,787	27,628	21,459	23,056	+750	—	17,455	19,456	3	40	Y	11.5/1½	1	14-28	15/X	25%	5%	\$350	—
New Albany, IN	58	23,000	—	19,330	22,370	—	—	18,608	20,334	17,405	19,365	14,132	18,444	25	38	Y	10/X	6	14-35	UNL	—	—	\$515	—
Newark, DE	45	31,400	33,108	21,804	26,460	20,340	24,624	18,264	22,188	17,052	20,736	14,736	19,332	5	40	Y	11/1½	—	12-27	15/90	33½%	—	\$200	\$200
New Berlin, WI	50	—	34,831	—	31,664	—	28,860	24,751	25,364	Rank	—	18,889	22,946	3	37	Y	10/1	—	10-20	12/132	—	—	—	100%
New Castle, PA	38	—	—	—	23,117	—	22,372	—	21,836	—	21,836	14,209	20,974	3	40	Y	10/1	4	14-25	21/200	50%	.25/.35	\$350	—
Niles, OH	32	—	22,394	—	—	—	—	—	19,041	—	17,997	13,788	17,997	4	40	N	12/2	—	10-30	15/UNL	90d	—	\$200	—
*Normal, IL	39	27,518	37,545	—	—	22,639	30,887	20,535	28,016	16,894	23,049	16,894	23,049	8	40	Y	8/2½	3	10-20	12/120	—	—	Y	\$150
Norristown, PA	X	—	—	—	—	28,375	—	25,500	—	22,995	—	20,550	22,995	2	40	X	13/1	2	6-30	13/60	100%	.20	\$350	—
Northampton, MA	X	—	31,200	—	—	—	24,128	16,328	20,072	14,196	16,640	14,196	16,640	4	40	Y	11/1	—	14-28	15/X	33½%	.15/.20	\$450	X
*Northbrook, IL	54	40,280	—	30,936	37,224	27,168	34,404	24,156	31,284	17,652	28,128	17,052	27,528	3½	40	Y	10/1½	—	12-23	12/120	20%L	—	\$350	—
*North Chicago, IL	40	24,000	30,000	—	—	21,120	25,000	20,000	23,800	—	—	17,000	19,800	20	40	Y	11/X	—	5-20	12/70	100%	—	\$350	—
*North Las Vegas, NV	98	29,801	42,273	22,175	31,455	24,505	32,247	22,656	29,813	19,881	28,155	19,167	25,222	8	40	Y	9/1	12	8-16	12/UNL	100%	.10	\$450	\$350
*North Miami, FL	102	35,734	45,614	27,934	35,734	25,376	32,385	23,0004	29,411	—	—	19,843	25,376	5	40	Y	11/2½	—	10-20	10/UNL	50%	—	\$450	\$200
*North Miami Beach, FL	93	42,500	—	—	—	27,125	34,531	24,394	31,084	—	—	19,054	24,394	5	40	Y	9/1	X	12-22	40/UNL	6d	X	\$240+	—
*North Providence, RI	45	—	27,000	—	18,599	—	17,416	—	16,617	—	16,125	11,297	15,867	3	37½	Y	11/1	—	5-24	15/UNL	100%	—	\$250	\$150
North Tonawanda, NY	51	—	31,808	—	25,348	—	22,597	—	—	—	20,830	17,009	20,230	3	40	Y	13/1	3	10-25	18/180	—	—	UNL	—
*Norwich, CT	66	29,800	—	26,511	—	24,205	—	21,048	—	—	—	15,833	18,305	5	40	Y	12/1	—	10-20	12/120	90d	—	\$285	\$40
Norwood, OH	51	—	29,973	—	26,958	—	25,444	—	24,114	—	—	18,205	21,252	2	39	N	11½/1	X	10-25	15/UNL	—	—	\$200	—
*Oak Park, MI	69	44,869	—	39,913	—	35,045	36,956	32,301	33,999	31,930	—	21,133	29,565	3½	40	Y	13/X	2	10-25	12/120	41½%	—	\$695	—
*Oak Ridge, TN	42	33,654	37,918	27,601	31,096	19,968	26,811	18,096	24,315	18,096	24,315	14,892	19,968	8	40	Y	10/1	—	10-21	10/120	—	—	100%	—
*Orange, NJ	95	—	34,150	—	28,644	—	26,319	—	24,514	—	+650	16,927	21,679	3	40	Y	13/1	3	15-20	15/120	100%	—	\$350	\$150
*Pacifica, CA	40	40,140	48,180	32,556	39,024	—	—	25,104	30,108	25,104	30,108	21,528	25,848	3½	40	Y	11/1	—	10-20	12/NA	—	—	\$375	—
*Palatine, IL	X	—	40,400	—	33,640	—	32,240	23,378	29,849	20,344	25,976	19,436	24,817	6	40	Y	10/1	—	10-20	20/UNL	16.7%	—	\$310	—
*Pampa, TX	29	—	—	21,372	22,452	19,872	20,856	18,444	19,380	15,168	17,556	15,168	17,556	1½	40	Y	7/X	X	10-15	12/90	—	—	X	X
Panama City, FL	72	—	—	21,736	—	19,656	16,796	18,720	—	—	11,856	13,520	—	—	40	Y	10/2	—	15-21	X	X	—	\$350	X
*Parkersburg, WV	X	—	29,307	—	—	—	21,112	—	18,720	—	17,638	—	17,370	—	40	Y	13/2	X	10-25	12/—	—	—	\$250	\$250
*Park Forest, IL	32	31,161	39,169	—	—	—	26,754	31,070	22,035	26,572	16,818	26,572	—	5	40	Y	8/1½	2	10-20	UNL	50%	—	\$275	—
*Pascagoula, MS	58	27,120	—	20,490	—	18,147	—	17,303	—	16,703	—	14,225	—	—	40	Y	10/2	—	10-25	12/UNL	—	—	\$400	\$50
*Pekin, IL	51	36,000	—	26,719	—	25,573	—	24,434	—	—	—	23,292	—	—	40	Y	9/2	—	10-30	15/135	—	—	\$350	—
Pembroke Pines, FL	78	25,879	39,238	21,290	32,281	20,276	30,743	24,126	26,857	16,635	24,131	16,150	23,428	5	40	Y	11/1	2	12-22	12/90	100%	—	100%	\$240
Pennsauken, NJ	X	—	39,985	30,975	30,975	—	29,360	—	26,830	—	23,475	18,400	21,733	2	40	Y	13/1½	3	15-32	17/—	—	Y	\$550P	—
Perth Amboy, NJ	96	—	37,838	—	29,636	—	27,526	—	25,769	—	—	14,686	24,011	3	40	Y	13/1	2	16-31	15/250	100%	—	\$685	—
*Petersburg, VA	85	26,257	33,499	20,577	26,257	17,770	22,675	15,352	19,597	13,254	16,927	13,254	16,927	5	40	Y	12/1	7	12-30	1/UNL	—	—	\$425	—
*Pittsburg, CA	49	34,944	42,312	32,220	38,472	29,496	35,124	27,708	32,976	—	—	23,724	28,092	3½	40	Y	12/1	1	13-28	12/N	—	—	\$360	—
*Ponca City, OK	50	30,588	30,588	20,220	27,096	19,260	22,296	18,336	20,220	18,336	18,336	13,680	17,460	3	40	Y	10/X	—	10-20	12/120	—	—	FURN	ALL
Portage, IN	36	—	24,000	—	—	—	21,462	—	20,658	—	20,200	14,500	19,036	1	40	Y	8/1	—	5-25	30/X	—	—	\$300	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement		
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits		120 Credits	Master's Degree				Choice of Counsel	Limitation on Fee
100% 100%	X 120	X \$250,000	— 100%	— X	— —	— —	\$20 —	50% —	62.5% 60%	67.5% X	72.5% X	55/25 55/25	10 —	65 55	X/50% X/60%	X/1 1/2%y X	Same —	Same —	N Y	— X	— —	— —	— —	1xSAL \$50,000	X N	X X	N N	Y X	N Y
100% 90% 50% 80% 100%	365 365 X UNL X	\$300,000 \$500,000 UNL \$250,000 X	100% — — — 100%	50% — — — X	\$1,000 — — — X	— — — — X	80% — — \$30 100%	40% 50% X 50% 60%	50% 60% X 60% —	60% 70% X 70% —	70% NA X 74% —	50/25 50/20 55/30 41/20 60/20	5 20 X 20 X	— 65 65 — 65	10/to 50% X/65% —/100% X X	10/to 50% X/50% X X X	X 50% 100% X 50%	X 50% — X X	Y N N N N	— — — — —	— — \$875 \$1,650 1,000	— — \$2,000 — —	\$5,000 \$20,000 N \$10,000 \$15,000	Y N X X N	X N X X N	N N Y X N	Y N Y X Y	N N Y Y N	
100% 100% 100% 100% 100%	— 365 365 365 365	— X 100% 100% \$80,000	— — 100% — —	— — — — —	— — — — —	— — 100% 50% —	— — 100% X —	40% 60% — 50% 50%	50% 80% 50% 60% 60%	60% 80% 50% 67% 70%	X 80% 50% 72% 75%	41/20 55/20 —/25 51/20 50/20	X 1 — 15 10	55 55 65 — —	—/X —/100% —/50% —/72% —/65%	— 50/50% 10/50% 15/30% —/50%	— — 25% 100% 50%	— — 25% — X	Y Y N N N	— — — — —	— \$660 \$660 — —	— \$660 — — —	2xSAL \$12,000 \$20,000 \$5,000 X	N N N N X	N N N N X	Y Y Y Y Y	N N Y Y N		
100% X 100% 80% 80%+	X X 120 X —	X X \$50,000 \$20,000 \$250,000	X X — 80% VAR	X X — 80% VAR	X X — \$500 VAR	— X — 25% 50%	80% X — 80% VAR	— X 50% 50% 50%	50% X 60% 60% 62 1/2%	50% X 70% 65% 75%	50% X X 70% 75%	50/25 55/20 50/20 51/20 50/20	X X 20 10 10	55 65 65 50 —	X X —/50% 10/50% 10/25%	X X —/50% 20/50% 10/25%	X X 50% 50% 100%	X X 50% 50% 100%	N X N 50% N	— X 9% — —	\$250 \$780 — — \$40	\$500 \$1,040 — — \$40	\$750 \$1,300 — — \$40	\$20,000 \$2,000 1xSAL \$5,000 \$10,000	Y X N N Y	Y X N N Y	Y Y Y Y Y	N X N Y Y	
100% 80% 100% 100% 100%	365 — X 365 485	X X 100% 100% \$1 MILL.	100% 80% 100% 100% —	X 80% 100% 100% —	X \$500 X — —	X — — — X	X 80% — \$1,000 \$500	50% X 50% — 40%	62 1/2% X 55% 50% 50%	75% X 60% 60% 60%	87 1/2% X 75% 70% 60%	50/14 45/15 —/10 55/25 X	14 10 10 10 20	55 — — 62 73	X X 10/67% — X/50%	X X X — —	X X X X X	Y Y Y Y N	X X X Y N	\$360 \$360 \$2,000 — \$100	\$960 \$960 \$3,000 — \$200	— — \$3,500 — X	X \$10,000 \$10,000 \$10,000 \$10,000	N X N N X	X X N N X	Y Y Y Y Y	Y Y Y Y Y		
100% 100% 100% 80% \$136m 100%	X 365 120 365 365 120	X ALL \$250,000 UNK UNL \$1 MILL.	— 80% — 50% 80% 80%	— — — 50% 50% 50%	— — — 50% — —	— 70% — — 100% —	— \$20 — — 100% 80%	50% 50% — — 33.3% 50%	60% 62 1/2% — — 41.7% 60%	67 1/2% 70% — 65% 50% 70%	72% 70% — 65% 58.4% 75%	48/25 50/10 55/25 55/25 55/5 50/20	15 15 10 15 5 10	— 65 65 65 65 60	X —/VAR — X 5/VAR —/65%	15/50% 10/25% — X 5/VAR 10/50%	— Same — X — 65%	— Same — X — 50%	N N Y N N Y	— — — — — —	— — — — — —	— \$35,000 \$5,000 \$9,000 \$10,000 1 1/2xSAL	N N N X N N	X N N X X N	Y Y Y Y Y Y	Y Y N Y N Y			
100% 100% 100% 80% 66%	365 X 365 70 90	80% X \$50,000 \$1 MILL. UNL	— — — — —	— — — — —	— — — — —	— — — — —	— —50% 80% 100% 80%	25% 50% 60% 50% 50%	46% 50% 65% 60% 55%	54% 50% 70% 70% 66 2/3%	63% X/15 70% 75% 66 2/3%	VAR X/15 50/20 50/20 X/20	— 12 — — 20	70 X 65 — 65	X X 5/60% 1/65% 5/50%y	X X 5/60% 1/50% —	X X 30% 65% 20%	X Y X 50% 50%	Y Y X N Y	X X — — —	\$60 — \$60 \$533 \$720	\$100 — — \$1,066 \$1,440	— — — \$1,638 \$1,800	\$3,000 \$4,000 \$10,000 \$10,000 X	X N N X N	X N Y X X	N N Y Y Y	N N Y Y Y	
100% 100% 100% 100% 100%	31 UNL 365 X 365	\$250,000 \$250,000 80% \$75,000 \$250,000	80% — 30% 50% —	50% — — — —	\$500 — — \$750 —	50% — 40% — 80%	— 80% 90% 80% 80%	50% X 60% — 30%	60% X 65% 60% 36%	75% X 70% 65% 44%	75% X 70% 65% 50%	50/20 50/20 —/25 18/25 55/5	10 10 — 5 5	65 55 — 65 60	—/65% X/2.15%y — 5/66 2/3% 5/66 2/3%	—/50% X/2%y — 5/2%y 5/X	65% 50% — X —	50% 50% N X Y	Y X — — —	2% — — — —	5% (All Paid) (.25/credit/wk.) — —	5% — — — —	\$14,000 \$25,000 — \$2,000 2xSAL	N N N Y Y	X N N Y N	Y Y Y Y N	Y Y Y Y N		
100% 100% 99%	365 120 X	\$1 MILL. \$250,000 None	100% — —	— — —	\$700 — —	100% — —	100% 80% —	25% 50% 50%	41% 62 1/2% 50%	63% 75% 60%	92% 75% 70%	50/10 55/20 —/20	X X X	60 X —	5/50% X 20/55%	—/33% X X	60% of PEN. X 30%S-10%C	N X X	— — —	\$360 3% —	\$720 5% —	— 5% —	\$11,000 \$5,000 \$15,000	N X N	N X N	Y X N	Y X N	N N N	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 25,000 to 50,000 (Continued)																									
*Port Huron, MI	55	—	38,875	—	28,693	22,726	26,324	20,660	23,931	19,104	22,130	18,284	21,179	3	40	Y	9/1	—	20-30	12/140	—	1½/2%	\$400	—	
*Portsmouth, NH	53	—	32,399	—	24,498	—	—	—	21,303	18,524	19,124	15,635	18,524	3½	40	Y	11½/1	1	10-16	15/UNL	90%	—	\$300	—	
*Portsmouth, OH	X	—	25,701	—	22,647	—	21,166	18,790	19,599	18,790	19,599	14,895	17,981	4	40	Y	9½/1½	—	10-20	15/y	33½%	.10	\$300	—	
Poughkeepsie, NY	74	27,277	—	22,131	22,831	21,546	22,246	20,378	21,078	19,794	20,494	16,636	18,860	5	40	Y	12/1	3	15-20	14/180	50%	—	\$400	—	
Radnor Twp., Wayne, PA	X	—	38,004	—	—	—	33,047	—	27,539	—	25,244	19,823	22,949	3	42½	Y	12/1½	—	12-30	15/300	45%	6%	\$525P	100%	
*Rahway, NJ	75	37,400	—	33,985	—	30,255	—	26,934	—	24,878	—	17,088	23,934	4	37½	Y	13/1	3	12-25	15/UNL	33½%	—	—	—	
*Randolph, MA	45	—	38,136	—	—	24,969	27,826	22,294	24,845	19,905	22,183	16,414	19,806	2½	40	Y	11/2	1	10-20	15/165	10%	5%/8%	\$350	—	
Rapid City, SD	66	31,560	—	23,950	—	21,780	—	18,283	21,195	13,665	21,590	12,646	19,988	5	40	Y	9/1½	—	10-20	14/None	50%	—	\$250	—	
*Rialto, CA	52	33,696	40,956	27,696	33,696	25,116	30,532	22,788	27,696	19,680	23,928	19,680	23,928	3	40	Y	11/1	—	11-20	12/X	—	—	\$300	—	
Richmond, IN	77	—	24,995	—	18,730	—	17,730	—	17,130	—	16,630	15,174	15,674	1	40	Y	10/1½	—	10-25	UNL	—	\$228/342	—	—	
*River Rouge, MI	33	—	35,265	—	—	28,605	28,856	26,944	27,196	—	—	17,000	24,826	4	40	Y	14/1½	3	10-29	15/120	50%	.30/.50	\$300	\$300	
*Riviera Beach, FL	77	30,330	39,429	22,036	25,392	20,031	23,073	17,465	21,070	15,892	19,158	15,892	19,158	4½	40	Y	11/2½	X	6-20	12/120	50%	—	\$350	\$400	
Rock Hill, SC	66	23,774	38,625	17,742	23,774	16,099	21,569	14,601	19,572	14,601	19,572	12,625	16,910	—	40	Y	8½/—	1	10-21	10/UNL	—	—	100%	—	
*Rocky Mount, NC	110	28,470	38,168	21,242	28,470	18,356	24,596	15,860	21,242	15,106	20,228	13,052	17,472	10	40	N	8/1	—	10-20	12/UNL	—	—	\$500	—	
Roseville, MN	36	33,000	46,900	—	—	—	—	27,018	28,440	26,256	26,256	16,368	25,176	3	40	Y	11/1½	—	10-20	12/UNL	50%L	—	\$200	—	
*St. Charles, MO	72	23,756	30,302	21,560	27,477	20,048	25,554	18,322	23,721	16,197	20,940	15,439	19,954	12/40	—	Y	10/1	2	10-20	(120)	25%	—	\$400	X	
St. Cloud, MN	55	31,368	34,176	26,520	28,824	24,456	26,520	23,472	25,452	23,472	25,452	19,104	22,560	4	40	Y	11/2	—	12-30	12/UNL	50%L	.10/.20	\$390	—	
Salina, KS	58	27,180	36,780	20,268	24,780	18,084	22,092	16,320	19,944	16,320	19,944	13,800	16,872	4	40	Y	10/1	—	10-20	12/UNL	33%	—	\$300	—	
*San Bruno, CA	47	36,660	45,012	31,968	39,240	28,764	35,316	24,276	29,796	20,815	25,552	19,824	24,336	3½	40	Y	12/1	—	10-20	12/—	—	—	\$300	—	
Sandusky, OH	43	—	30,350	24,432	26,268	—	—	—	22,008	—	—	18,876	19,824	3	40	Y	10½/1½	X	10-20	15/120	25%L	—	\$360	X	
San Rafael, CA	69	40,428	47,904	33,528	39,672	30,469	36,060	26,916	29,604	—	—	20,988	25,224	4	40	Y	11/2	—	10-25	12/150	—	—	\$350	—	
*Sarasota, FL	129	39,590	—	31,005	—	27,438	—	23,708	—	20,647	—	14,448	20,647	2	41¼	Y	9½/1	—	10-15	9/—	—	—	100%	\$600	
*Saugus, MA	X	31,485	—	24,266	—	20,327	—	20,327	—	19,649	—	15,616	18,149	1	40	Y	11/1	X	14-28	(150)	100d	\$13wk	\$325	—	
Sayreville, NJ	70	—	37,691	—	32,610	—	29,018	—	27,051	—	25,403	19,726	25,153	4	35	Y	13/1½	5	12-28	16/X	—	—	\$650	—	
*Seaside, CA	34	28,000	41,000	25,000	31,000	23,500	27,000	22,500	25,000	19,600	22,200	19,000	21,200	3½	40	Y	13/2	1	10-20	12/UNL	50%	—	\$37.50	—	
*Selma, AL	56	23,100	—	17,108	18,503	16,450	18,503	15,209	17,108	14,624	15,817	12,000	14,624	5	40	N	5/1	—	12-24	40/X	40%	—/\$100	FURN	—	
*Shaker Heights, OH	X	—	36,188	30,968	—	—	27,620	24,818	—	—	23,030	15,100	22,360	2	40	Y	11/1	—	10-25	15/150	33%	—	\$300	\$200	
Shawnee, KS	41	25,000	30,500	—	—	22,000	27,000	20,000	23,000	18,000	21,600	16,500	21,600	20	40	Y	7/1½	3	12-18	12/90	—	—	—	ALL	
*Sherman, TX	44	—	—	22,980	—	—	—	20,748	—	—	—	13,020	19,116	5	40	Y	7/X	X	15	15/90	—	—	\$525	\$240	
*Sierra Vista, AZ	23	23,340	38,028	20,172	32,856	19,200	31,284	17,412	28,368	16,584	27,024	15,408	25,104	10	40	Y	11/2	X	12-21	14/X	—	—	X	\$456	
Sioux Falls, SD	120	28,063	33,259	26,748	30,258	23,561	26,640	21,046	23,467	—	—	15,417	20,964	13	40	Y	9/1½	1	10-25	12/N	Y	—	\$250	\$70	
State College Boro, PA	50	29,900	—	—	—	26,100	—	22,200	—	—	—	16,700	19,700	5	40	Y	12/X	—	10-20	12/UNL	—	—	—	\$300	—
Stillwater, OK	44	24,648	31,304	21,362	27,123	19,469	24,648	17,680	22,402	13,333	17,680	13,333	17,680	3	40	Y	7/1	1	18-30	12/137	10%	—	X	\$312	
Stow, OH	27	29,600	29,600	—	—	25,560	27,060	20,340	24,375	—	Rank	18,325	21,965	3	40	Y	13/1½	—	10-30	15/UNL	100%	—	—	\$425	—
*Stratford, CT	94	—	35,794	—	28,730	25,478	28,661	—	22,129	—	21,147	16,000	19,293	5	37½	Y	12/1½	X	10-25	UNL	33%	.45	\$575	—	
*Suffolk, VA	66	25,440	36,744	18,312	26,664	16,032	23,112	14,016	20,064	12,816	18,312	12,816	18,312	7	40	Y	9/1	3	12-24	12/UNL	—	—	—	\$550	—
*Sunrise, FL	88	—	35,657	29,952	31,520	26,886	28,217	25,289	26,620	18,000	21,862	17,500	21,318	VAR	40	Y	12/1½	5	12-27	12/90	100%	—	\$300	—	
*Torrington, CT	62	—	29,000	—	20,332	—	19,136	—	18,200	—	17,212	14,562	16,952	4	40	Y	13/1½	1	10-20	18/120	—	—	FURN	\$200	
Upper Moreland Twp., PA	32	—	34,000	—	—	28,279	29,091	25,137	25,859	—	23,792	18,419	23,192	2½	40	Y	12/1	—	12-30	UNL	—	—	—	\$400P	—
*Valdosta, GA	X	—	—	13,884	17,576	12,636	15,990	11,492	14,535	10,972	13,884	10,452	13,234	6	40	N	7½/1	—	12-15	(12)	—	—	FURN	—	
Valparano, IN	35	24,661	26,546	20,732	22,323	19,533	20,948	18,460	19,785	18,460	19,785	14,695	17,534	4	40	N	12/X	—	14-35	6/60	—	—	—	\$400	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		Social Security	% of Write-Off Against Pension	EDUCATIONAL			Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service			60 Credits	120 Credits	Master's Degree		Choice of Counsel	Limitation on Fee			
100%	X	—	50%	50%	—	—	\$2D	—	50%	57½%	65%	55/25	10 60	—	X	X	X	X	N	—	—	—	1xSAL	N	Y	N	Y	N	
100%	365	\$1 MILL.	100%	50%	—	—	100%	50%	60%	70%	75%	45/20	X —	—/66½%	—	X	X	X	N	—	—	—	\$10,000	N	N	N	Y	Y	
100%	X	X	100%	X	X	100%	X	—	60%	70%	—	52/25	X 62	—/72%	—/66%	X	X	N	—	X	X	X	\$3,000	Y	N	Y	Y	Y	
100%	365	\$1 MILL.	—	—	—	—	\$1D	50%	50%	50%	50%	40/20	10 62	—/75%	—	VAR	VAR	Y	—	—	—	—	\$7,500	N	N	Y	Y	Y	
100%	365	100%	100%	100%	100%	100%	100%	—	50%	50%	50%	55/25	12 65	—/70%	—/50%	50%	50%	Y	X	\$250	\$500	—	\$50,000	N	X	Y	Y	N	
100%	(BC-BS 14-20)	—	—	—	—	—	—	40%	60%	65%	—	—/25	5 65	—	5/66%	5/40%	X	X	N	—	—	—	\$5,000	Y	N	Y	Y	Y	
50%	UNL	—	—	—	—	—	—	50%	65%	75%	80%	40/20	20 65	—/72%	—	—	—	N	5%	10%	20%	30%	\$2,000	Y	N	Y	Y	N	
100%	\$5,000	UNL	80%	50%	\$750	—	100%	X	X	X	X	55/20	5 —	—/50%	3/50%	1.1%y	1.1%y	Y	100%	—	\$500	\$1,000	\$5,000	N	N	N	Y	Y	
80%	UNL	\$100,000	50%	—	—	—	—	X	X	X	X	50/5	5 60	—/50%	—	X	X	N	—	—	—	—	\$10,000	N	N	Y	Y	N	
70%	120	\$250,000	—	—	—	—	—	50%	60%	70%	74%	55/20	20 —	1/50%	1/50%	30/15%	30/15%	N	—	\$200	\$300	\$400	X	N	N	N	N	N	
100%	365	\$15,000+	100%	—	—	100%	\$2D	—	2%	2%	2%	—/24	— 62	—/X	X	25%	X	N	—	\$100	\$200	\$300	\$25,000	N	X	N	Y	Y	
100%	X	\$1,000	80%	50%	—	—	—	60%	75%	90%	100%	50/20	10 —	5/50%	5/40%	(If Eligible for Ret.)		Y	X	\$600	\$960	X	\$20,000	N	X	Y	Y	Y	
80%	UNL	\$250,000	—	—	—	—	—	37%	44%	52%	61%	55/20	5 70	—/37%	5/37%	50%	As Retiree	Y	—	—	—	\$6,000+	N	N	N	N	Y		
100%	70	\$1 MILL.	—	—	—	—	—	30%	35%	45%	55%	X/30	5 65	5/45%	5/45%	35%	35%	Y	—	\$15	\$20	—	\$5,000	N	X	N	N	Y	
42%	365	\$250,000	—	—	—	—	80%	50%	60%	70%	70%	55/10	10 70	—/25%	5/25%	30-50%	30-50%	N	—	\$755	\$1,259	\$2,266	\$5,000	X	X	Y	Y	N	
100%	365	\$5,000	—	—	—	—	—	X	X	X	X	X	X X	X	X	X	X	Y	X	\$100	\$150	\$200	1xSAL	N	X	N	Y	N	
100%	365	\$100,000	100%	—	—	—	—	43%	49%	51%	51%	50/20	20 65	—/44%	—/44%	29%	29%	N	—	—	—	—	\$10,000	N	N	Y	Y	Y	
100%	UNL	UNL	100%	100%	X	X	100%	40%	50%	65%	70%	55/20	20 —	1/50%	1/50%	50%	50%	N	—	—	—	—	1xSAL	N	N	N	N	Y	
100%	365	80-100%	\$12m	—	—	—	—	40%	50%	60%	70%	50/5	5 60	5/50%	5/10%	Same	Same	N	—	3%	6%	6%	\$6,600	N	X	Y	Y	Y	
100%	365	X	80%	X	\$500	X	100%	—	60%	67½%	72%	52/25	25 X	X	X	X	X	X	X	X	(Up to 4%)	—	\$10,000	X	X	Y	Y	N	
\$150m	VAR	VAR	29.48m	—	50%	—	—	52.4%	65½%	78.59%	94.31%	41/20	10 55	—/50%	5/X	50%	60%	N	—	\$89	\$129	—	\$5,000	N	X	Y	Y	N	
100%	310	80%	100%	100%	\$750	—	80%	—	62½%	62½%	62½%	55/25	10 70	—/2½%	—/2½%	¾ of Pens.	¾ of Pens.	N	—	\$360	\$600	\$960	\$3,000	Y	N	Y	Y	N	
100%	UNL	X	X	X	X	X	X	X	X	80%	80%	55/X	— 65	—	X	X	X	N	—	15%	—	—	—	X	Y	X	Y	N	N
100%	120	\$1 MILL.	80%	—	\$1,000	Y	\$1D	50%	60%	65%	65%	—/20	— 65	5/66½%	X	X	X	N	—	\$500	—	—	\$10,000	Y	N	Y	Y	Y	
100%	180	\$100,000	80%	—	\$1,000	—	—	40%	50%	60%	70%	50/5	5 60	—/50%	5/40%	40%	—	N	—	5%	—	—	\$5,000	N	N	N	Y	N	
100%	UNL	X	—	—	—	—	80%	50%	50%	75%	75%	62/10	X 65	10/75%	—	50%	—	Y	X	X	X	X	—	Y	N	Y	N	Y	
100%	UNL	UNL	90%	—	\$800	—	—	30%	50%	60%	66%	49/20	15 60	(Determined by Pension Board)				N	—	3%	6%	—	\$7,500	N	X	Y	N	N	
100%	180	\$1 MILL.	—	—	—	—	—	50%	55%	60%	60%	55/20	— 65	VAR	VAR	VAR	VAR	Y	—	—	—	—	\$5,000	N	N	Y	N	Y	
100%	365	100%	—	—	—	—	—	5%	5%	5%	5%	—/15	15 65	15/35%	15/35%	—	—	Y	—	—	—	\$50	X	N	X	Y	Y	N	
80%	X	None	—	—	—	—	80%	50%	55%	60%	60%	—/20	X 60	X	X	X	X	Y	—	—	—	—	\$5,000	N	N	Y	Y	N	
50%	100	\$1 MILL.	—	—	—	—	80%	—	50%	60%	—	50/25	15 60	X	X	X	X	N	—	—	—	—	\$10,000	N	N	Y	Y	Y	
100%	365	\$250,000	100%	—	—	100%	100%	—	50%	50%	50%	50/25	12 70	—	—	25%	25%	Y	—	—	—	—	\$35,000	X	X	Y	Y	Y	
100%	UNL	UNL	—	—	—	—	80%	50%	62½%	75%	75%	55/20	10 70	—/VAR	15/VAR	75%	75%	N	—	X	X	X	\$10,000	Y	N	N	Y	N	
100%	120	\$1 MILL.	(RATE SCH.)	\$1,000	—	—	—	30%	60%	67½%	72%	48/25	15 —	VAR	VAR	(\$210 Month)		N	—	—	—	—	\$15,000	N	N	Y	Y	N	
100%	180	80%	—	—	—	X	100%	—	50%	60%	60%	—/25	10 70	—/66%	X/30%	25%	25%	N	—	—	—	—	\$45,000	N	N	N	Y	N	
100%	365	\$250,000	—	—	—	—	—	—	—	—	—	55/25	5 60	X/66%	X/—	—	—	Y	—	—	—	—	2xSAL	Y	N	N	N	N	
60%	X	UNL	—	—	—	—	80%	47½%	55%	62½%	70%	53/10	10 —	10/50%	10/50%	50%	50%	Y	—	\$360	\$960	—	\$5,000	Y	N	N	Y	N	
100%	120	\$100,000	80%	—	—	—	.75D	40%	50%	60%	70%	—/25	10 65	—/50%	20/50%	50%	50%	N	—	—	—	—	\$10,000	N	X	N	Y	Y	
100%	365	100%	80%	—	—	100%	100%	—	50%	60%	70%	50/25	12 60	X/100%	X/75%	25%	25%	Y	—	2%	4%	4%	\$41,600	N	X	Y	Y	N	
100%	X	\$1 MILL.	100%	—	—	—	80%	X	X	X	X	—/10	10 70	—	—	—	—	Y	—	—	—	—	\$2,000	N	N	N	Y	N	
80%	365	80%	80%	X	50%	X	80%	52%	62%	74%	—	55/20	X 65	X	X	X	X	X	X	X	X	X	X	\$5,000	X	X	N	N	Y

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX											
POPULATION 25,000 to 50,000 (Continued)																								
*Wallingford, CT	59	27,538	33,469	—	—	—	20,796	—	18,989	—	17,345	14,266	17,345	5	40	Y	11/1½	—	5-30	18/120	90d	Y	\$200	\$118
Warminster, PA	42	—	32,000	—	—	—	28,950	—	24,911	—	23,104	19,120	22,274	X	40	Y	9/X	4	5-25	10/3	3d	N	\$375P	\$3w
Wayne, NJ	100	—	36,925	—	32,942	—	29,948	—	27,225	—	—	19,426	24,750	3	40	Y	12/1	7	11-20+	—	—	—	\$400	—
*Weirton, WV	46	28,600	—	23,288	—	21,321	—	19,748	—	18,175	16,664	18,175	—	½	40	Y	12/1½	—	5-25	30/120	—	.18	\$300	—
Wenatchec, WA	30	—	37,069	—	—	—	29,962	—	27,342	—	24,935	20,638	24,935	2½	40	Y	10/1½	1	12-20	12/120	—	Y	\$360	—
Westfield, NJ	56	35,580	—	28,000	—	25,850	—	23,700	—	23,700	15,650	21,550	—	5	40	Y	12/X	3	5-25	15/90	20%	—	X	\$50
West Mifflin, PA	X	—	26,636	—	27,372	—	26,936	—	24,814	—	23,795	—	23,795	—	40	Y	9/2½	1	5-25	10/60	75%	.12/.14	\$175	\$60
*West Warwick, RI	42	—	—	20,280	—	19,448	—	18,616	—	17,794	17,784	17,784	—	1	37½	Y	12/1½	2	12-25	15/130	75%	.05/.10	\$500	—
*Wheaton, IL	50	36,200	—	32,400	—	30,086	30,989	27,651	29,420	16,926	25,413	16,926	25,413	6	40	Y	9½/1	—	10-25	12/130	50%	—	\$300	\$175
*Wheeling, WV	91	—	28,905	—	—	—	20,954	—	19,739	—	—	15,147	16,333	1	40	Y	12/1½	—	10-20	24/UNL	—	—	\$220	—
Wilkesburg, PA	33	—	28,890	—	—	25,008	25,570	22,869	23,425	18,989	21,475	18,989	21,475	1	40	Y	10/2½	4	10-30	11/30	25%	.25/.20	\$275	\$125
Williamsport, PA	55	—	—	—	—	—	19,622	—	19,068	—	19,068	15,413	17,916	3	40	Y	11/1	—	5-25	21/UNL	—	—	QM	X
*Willingboro, NJ	63	26,761	35,863	24,270	32,520	22,018	29,945	19,969	26,764	19,208	25,076	17,252	23,120	7	40	Y	12/X	X	10-20	15/X	X	Y	\$300	X
*Wilmette, IL	43	33,932	42,691	28,900	36,361	25,180	31,682	23,498	29,564	Ptim.	Ptim.	20,954	26,364	4½	40	Y	10/1	1	10-20	UNL	—	—	\$415	—
*Wilmington, NC	96	28,949	40,529	20,667	26,286	17,931	22,757	15,519	19,245	14,798	18,794	12,852	16,275	VAR	44	Y	10/1	—	13-24	12/None	25%	—	\$300	—
*Woonsocket, RI	97	22,800	24,200	—	20,627	—	19,637	—	18,339	—	18,339	15,905	17,473	1	37½	Y	12/1½	—	9-28	15/180	—	.15/.10	\$325	\$75
Yakima, WA	87	34,284	41,808	32,388	36,048	29,568	32,424	27,468	28,788	—	—	19,236	26,076	3½	40	Y	10/1½	1	10-24	(180)	—	.15/.30	FURN	100%
York, PA	93	—	24,499	—	22,983	—	21,651	—	20,325	—	14,000	19,943	—	3	40	Y	12/1	1	14-25	30/200	25%	.25/.25	\$400	\$200
*Yuma, AZ	81	33,223	43,825	25,443	35,343	22,330	31,694	20,889	28,813	17,619	23,613	17,619	22,488	5	40	Y	10/1	—	10-20	12/90	20%	—	FURN	—
Zanesville, OH	48	22,505	31,844	17,721	24,024	16,203	22,068	15,163	21,465	13,312	20,467	13,312	20,467	4	40	Y	—/—	—	9-14	15/X	2%	—	\$460	—
POPULATION 10,000 to 25,000																								
Aberdeen, WA	38	33,540	40,776	28,680	34,848	26,004	31,608	23,592	28,680	21,396	26,004	21,396	26,004	5	40	Y	11/1½	—	12-20	12/120	X	—	FURN	ALL
*Ada, OK	X	—	26,000	14,736	17,172	13,368	15,648	12,120	14,220	—	—	11,640	13,440	4	40	Y	8/1½	X	10-20	15/90	—	Y	\$175	\$280
*Adrian, MI	X	—	31,400	—	—	—	—	—	23,800	—	21,254	17,747	21,124	4	40	Y	11/1½	3	10-20	10/90	100%	—	\$130	—
Albert Lea, MN	29	36,831	—	30,569	—	27,101	—	—	24,981	25,646	20,675	23,254	—	2	40	Y	—/—	—	12-22	12/120	33⅓%	.10/.20	\$310	—
Albion, MI	X	—	—	19,215	24,019	18,165	22,082	17,291	21,024	17,291	21,024	15,569	18,923	4	40	Y	9/1½	—	10-20	12/120	50%	—	\$350	—
Aliquippa, PA	21	23,000	—	18,020	—	—	—	17,780	—	—	—	X	17,300	X	40	Y	11/1½	2	10-30	30/90	—	.35/.45	\$300	—
*Alpena, MI	21	—	25,000	—	24,086	—	—	20,529	—	20,529	18,470	19,344	—	3	40	Y	9/2½	1	16-32	12/UNL	50%	Y	X	\$150
Americus, GA	X	22,000	32,000	17,000	22,000	14,000	18,000	13,500	17,000	12,000	15,000	11,400	14,900	5	40	Y	7½/1	—	5-15	10/30	—	—	\$600	—
Amherst, OH	25	—	22,860	—	20,490	—	19,039	—	18,223	—	18,223	15,380	17,926	5	40	Y	12/1	1	10-25	15/UNL	—	.15/.25	\$350	—
*Andalusia, AL	X	15,000	20,000	12,000	15,000	11,500	13,500	11,000	13,000	12,000	14,500	X	13,500	X	43	Y	7/2	1	6-18	14/X	—	.10/.15	\$300	\$240
*Apache Junction, AZ	14	32,724	53,292	—	—	22,152	36,084	20,592	33,540	17,796	28,980	16,140	26,292	11	40	Y	11/1½	—	12-18	12/30	—	—	\$360	—
Asbury Park, NJ	X	30,355	—	27,361	—	26,119	—	24,876	—	22,640	17,206	22,392	—	4	40	Y	15/1	3	13-27	16/UNL	50%+	\$2d	\$350	\$350
Ashland, OH	28	23,500	26,000	20,284	22,083	18,484	20,284	16,685	18,484	13,513	16,685	13,513	16,685	6	40	Y	10/1	1	10-25	15/UNL	25%	—	\$325	—
Ashtabula, OH	32	22,338	23,358	19,393	20,413	—	—	17,868	18,888	—	—	16,291	18,135	1	40	Y	11/2½	5	10-25	15/180	120d	.15/.25	\$410	—
Atchison, KS	19	21,000	24,000	—	—	15,823	21,205	13,279	18,685	12,643	17,790	11,467	16,950	X	40	Y	8/2	1	10-20	12/X	—	—	\$200	\$120
Athens, OH	20	19,760	24,440	18,720	23,400	—	—	15,600	18,200	—	—	11,440	15,184	6	40	Y	11/1½	3	10-25	15/X	25%	Y	\$300	\$120
Augusta, MA	31	25,689	29,331	19,107	20,606	17,234	18,733	15,361	16,859	—	15,121	12,689	15,121	3	42	Y	10/X	X	10-25	12/90	—	—	ALL	—
Barrington, RI	25	—	27,561	—	—	—	—	\$5,809	20,205	15,036	18,829	14,136	17,929	4	37½	Y	11/2	1	12-20	18/120	50%	—	\$375	\$225
*Bartow, FL	29	—	27,500	—	23,400	—	20,200	—	18,650	—	17,900	15,300	17,250	1	40	Y	9/1	2	10-20	12/N	VAR	—	\$450	ALL
Bay Village, OH	22	—	29,680	—	—	—	25,546	—	24,210	—	23,351	15,688	22,631	3	40	Y	11/2	—	10-25	X	25%	—	\$450	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL							
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement
100%	120	\$1 MILL.	—	—	—	—	—	40%	50%	60%	70%	50/15	15 65	—/75%	10/50%	50%+	45%	N	—	\$200	\$500	—	\$15,000	X	X	Y	Y	Y	
100%	120	100%	100%	100%	50%	\$75	\$75	—	50%	50%	50%	50/25	12 X	50/100%	69/66½%	(50% S — 10% C)	N	—	2%	2%	—	\$30,000	Y	Y	N	Y	N		
100%	—	\$100	—	—	—	—	\$1,000	—	60%	65%	65%	—/25	15 65	—/66½%	—/40%	—	N	—	2%	—	—	\$15,000	Y	N	N	Y	N		
100%	365	\$50,000	—	—	—	—	—	60%	65%	70%	70%	50/20	20 —	2/60%	5/60%	30%	30%	N	—	—	—	\$10,000	Y	Y	Y	N	Y		
100%	365	\$1 MILL.	80%	50%	\$1,000	VAR	VAR	40%	50%	60%	70%	50/20	20 X	X/50%	X/50%	50%	50%	Y	X	—	—	\$5,000	Y	N	Y	Y	Y		
100%	UNL	None	—	—	—	—	—	—	65%	—	X	—/25	15 65	—/66½%	5/40%	X	N	—	—	—	—	\$10,000	Y	N	N	Y	N		
100%	X	\$80	100%	X	X	100%	X	—	50%	—	—	55/25	X 65	—	X	X	X	X	Y	75%	—	—	—	—	X	X	Y	Y	Y
100%	UNL	UNL	100%	X	X	—	\$2D	40%	50%	52½%	60%	50/25	10 62	—/66½%	X	X	X	X	X	X	\$2,000	\$3,000	—	X	N	X	N	Y	N
100%	X	\$1 MILL.	—	—	—	—	—	50%	60%	70%	75%	50/20	10 —	1/50%	1/50%	50%	50%	N	—	—	—	—	\$20,000	N	N	N	N	N	
100%	365	\$10,000	—	—	—	—	—	60%	65%	70%	70%	50/20	20 65	—/60%	5/60%	30%	30%	N	—	—	—	—	\$10,000	N	N	Y	Y	N	
100%	365	UNL	100%	100%	80%	100%	—	50%	50%	50%	50%	55/25	— 65	10/50%	10/50%	25%	25%	N	—	—	—	—	\$35,000	Y	N	Y	Y	N	
100%	UNL	UNL	—	—	—	—	—	50%	50%	50%	50%	50/20	20 60	—/50%	10/25%	25%	25%	N	—	—	—	—	\$12,500	Y	X	Y	Y	Y	
100%	X	X	X	X	X	X	X	—	60%	65%	70%	51/25	X —	X	X	X	X	X	X	X	X	X	—	X	X	Y	X	Y	
100%	365	80%	—	—	—	—	—	50%	60%	70%	75%	50/20	X 70	—/65%	10/65%	50%+	50%+	N	—	—	—	—	1½xSAL	Y	X	Y	N	Y	
100%	X	X	—	—	—	—	—	31%	39%	47%	55%	55/30	5 —	—/VAR	—/VAR	X	X	N	—	—	—	—	1xSAL	X	X	Y	N	Y	
100%	365	X	100%	—	—	100%	—	—	50%	60%	65%	43/25	— 65	—/66%	—	66%	—	N	—	\$2,000	\$3,000	\$3,500	\$20,000	N	N	N	Y	N	
100%	UNL	100%	80%	50%	\$2,000	80%	100%	40%	50%	60%	70%	50/20	5 60	—/50%	—/50%	50-60%	50-60%	N	—	\$30	\$60	—	\$15,000	Y	N	Y	Y	N	
100%	90	\$250,000	100%	50%	\$1,000	—	—	50%	—	50%	—	50/20	X 65	10/30%	10/30%	50%	50%	N	—	\$100	\$200	\$300	\$10,000	N	N	Y	Y	Y	
100%	365	\$250,000	100%	50%	\$500	—	80%	50%	55%	60%	60%	—/20	20 —	1/50%	1/12½%+	66½%	66½%	Y	—	—	—	—	1xSAL	N	X	Y	N	N	
80%	120	\$15,000	80%	60%	\$500	—	\$2D	50%	60%	67½%	72%	52/15	15 72	—/72%	5/60%	\$256m	60%	N	—	—	—	—	—	N	N	Y	Y	Y	
100%	365	\$300,000	100%	60%	\$1,000	\$75	100%	40%	50%	60%	60%	50/25	5 75	1/50-60%	1/50-60%	50-60%	50-60%	N	—	—	—	—	\$5,000	X	X	Y	Y	N	
75%	X	X	—	—	—	—	—	50%	62½%	75%	—	41/20	10 —	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
100%	365	\$1 MILL.	75%	50%	X	—	100%	34%	42½%	51%	59½%	55/20	10 65	1/Wo. Comp.	—	50%	—	N	—	\$225	\$450	\$600	\$10,000	N	X	Y	Y	Y	
100%	UNL	\$250,000	—	—	—	—	—	50%	50%	50%	50%	50/20	10 60	½/50%	½/50%	(30% S — 10% C)	N	—	X	X	X	X	\$5,000	N	N	N	Y	Y	
100%	X	X	X	X	X	X	X	X	X	X	X	55/25	10 X	X	X	X	X	N	—	\$480	\$960	\$960	\$15,000	X	X	X	Y	Y	
100%	365	—	100%	—	—	100%	—	—	50%	50%+	50%+	55/25	12 60	—	—	—	25%	N	—	X	X	X	\$20,000	Y	Y	Y	Y	Y	
100%	—	—	50%	—	—	X	100%	42%	52½%	62½%	72½%	55/20	10 60	(2.1%y)	10y/Same	X	X	N	—	X	X	X	\$15,000	N	N	Y	Y	Y	
100%	—	100%	—	—	—	—	—	50%	50%	75%	75%	65/10	10 —	—/60%	—	—	—	Y	—	—	5%	15%	\$5,000+	N	N	N	N	Y	
100%	X	\$250,000	80%	—	—	—	80%	—	60%	67½%	70%	48/25	X —	X	X	X	X	N	—	—	—	—	\$10,000	N	Y	Y	N	Y	
Y	120	\$100,000	—	—	—	—	—	33%	48%	60%	70%	60/10	10 70	10/X	10/X	X	X	Y	X	X	X	X	\$5,000	N	N	Y	N	N	
100%	365	\$1 MILL.	100%	—	—	—	—	50%	55%	60%	60%	—/20	15 —	—/50%	20/50%	⅔ of 50%	⅔ of 50%	Y	—	—	—	—	\$10,000	N	N	Y	N	Y	
100%	365	80%	—	—	—	—	—	—	60%	65%	—	46/25	X 65	—/66½%	—/40%	X	X	N	—	—	—	—	X	Y	Y	Y	Y	N	
75%	365	X	X	X	X	X	X	X	X	X	X	48/15	15 X	X	X	X	X	N	—	X	X	X	\$2,500	X	X	Y	N	Y	
100%	X	Y	Y	X	X	Y	Y	2½%	2%	1½%	—	X	X —	X	X	X	X	N	—	X	X	X	\$3,000	N	N	Y	N	N	
75%	120	80%	—	—	—	—	—	50%	60%	66%	70%	55/20	10 —	—/Max. 75%	5/Max. 75%	75%	50%	Y	50%	—	—	—	\$1,000	N	N	N	N	Y	
100%	90	\$25,000	—	—	—	—	99%	30%	50%	60%	66%	48/25	X —	X	X	X	X	N	—	X	\$60	X	\$10,000	N	N	Y	Y	N	
100%	X	X	—	—	—	X	X	50%	X	X	X	—/20	10 —	X	X	X	X	N	—	10%	X	X	X	X	N	X	Y	Y	Y
100%	X	\$250,000	100%	—	—	—	—	50%	60%	70%	—/25	10 65	—/66%	—	30%	X	X	Y	X	\$2,000	\$3,000	\$3,500	\$8,000	Y	N	N	Y	Y	
100%	UNL	\$1 MILL.	—	—	—	—	80%	X	X	X	X	60/10	X X	X	X	X	X	Y	—	\$30	\$80	—	\$25,000	Y	N	N	Y	Y	
100%	365	UNL	—	—	—	—	—	40%	60%	66%	72%	48/25	15 X	X	X	X	N	—	—	—	—	—	\$10,000	X	X	Y	N	N	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX											
POPULATION 10,000 to 25,000 (Continued)																								
Beachwood, OH.....	31	33,050	—	—	—	26,825	27,875	24,730	25,800	23,200	24,250	19,650	23,200	2	40	Y	8/1	1	10-20	15/120	25%	—	\$400	\$400
Beacon, NY.....	30	25,824	25,824	—	—	21,415	21,730	20,155	20,470	19,525	19,841	14,801	18,896	5	37½	Y	11/1	5	10-30	13/195	—	—	\$400	—
*Beatrice, NB.....	X	21,336	28,596	18,432	24,696	16,716	22,404	15,156	20,316	15,156	20,316	13,092	17,556	7	40	Y	10½/1½	½	10-20	12/180	—	—	—	\$120
*Beckley, WV.....	47	—	—	20,671	21,823	18,793	20,233	16,916	18,644	—	—	14,008	16,840	15	40	Y	12/1½	—	10-25	X	X	—	\$300	\$250
Bedford, In.....	31	19,500	—	17,108	—	16,536	—	—	—	—	—	14,976	15,912	7	40	N	13/1	—	7-21	—	—	—	\$700	—
Bedford, OH.....	26	—	29,000	—	—	—	28,396	—	25,814	—	23,468	19,027	23,468	2	40	Y	12/1½	3	10-30	15/20	50%	.15/.20	\$425	—
*Bellingham, MA.....	20	—	26,000	—	—	—	—	—	22,800	—	—	15,600	19,900	2	40	Y	11/1½	3	10-25	UNL	100%	6%	\$350	X
*Bellwood, IL.....	36	37,000	—	—	—	—	30,907	—	29,032	—	25,400	22,000	25,400	4	40	Y	8/1	2	10-25	180/—	—	—	\$300	—
*Belvidere, IL.....	21	25,000	25,000	21,600	21,600	—	—	20,300	20,300	19,838	19,838	17,080	19,838	2	40	Y	10/1	3	10-20	(160d)	—	—	\$225	—
Bernards Twp., NJ.....	21	—	—	—	—	—	—	25,930	—	25,000	—	16,500	24,395	6	40	Y	12/1½	2	10-20	5/75	—	—	\$375	\$300
Berwick, PA.....	X	18,721	19,655	—	—	—	—	16,120	15,952	15,142	15,975	13,561	16,432	3	40	Y	11/1½	3	5-15	—/90	—	Y	\$100	—
*Bethany, OK.....	25	24,000	33,000	20,376	20,664	18,876	18,876	17,124	17,988	17,124	17,988	14,040	17,988	3	40	Y	9/1	—	12-21	(120)	—	—	—	\$300
Bethlehem Twp., PA.....	13	—	27,000	—	—	—	—	—	—	—	24,000	15,000	21,000	5	40	Y	7/1½	6	10-20	20/20	—	.20	\$450	—
Bexley, OH.....	24	—	29,425	—	—	—	25,894	—	22,952	14,124	20,598	14,124	20,598	5-40	40	Y	9/1	2	10-20	15/—	16%	—	\$400	—
Bloomsburg, PA.....	11	—	22,260	—	—	—	—	—	17,413	—	—	12,205	15,944	3	40	Y	11/1½	2	15-25	18/X	—	.30	X	X
*Bluefield, WV.....	27	—	20,280	—	—	15,617	16,497	14,070	15,110	—	—	13,049	14,169	15	40	Y	14/1½	30	14-16½	30/X	X	—	\$225	X
*Boone, IA.....	X	24,822	25,614	20,502	21,294	—	—	—	—	—	—	15,954	19,626	22	42	Y	10/1	—	6-24	18/UNL	80%L	—	\$400	X
Bound Brook, NJ.....	X	—	31,000	—	—	—	25,725	—	23,285	—	22,390	15,660	21,490	4	40	Y	10/1	—	5-25	X	—	—	\$375	\$100
Bradford, PA.....	19	—	23,000	—	18,000	—	17,500	—	17,000	—	16,500	9,000	16,500	3	40	Y	9/1	—	14-20	21/105	10%	.10/.15	100%	X
*Brawley, CA.....	X	27,614	—	—	—	22,140	24,372	20,232	21,756	—	—	15,924	20,100	3	40	Y	8/1½	—	10-20	96/UNL	50%	—	\$420	—
*Brentwood, TN.....	19	23,800	23,800	—	—	—	—	18,990	19,740	17,460	18,228	13,320	16,668	3	40	Y	10/1	—	12	12/90	—	—	\$300	—
Bridgeton, MS.....	52	—	34,450	22,547	27,414	21,466	26,104	20,446	24,856	19,448	23,670	18,512	22,547	4	40	Y	10/2	5	10-20	12/180	—	—	\$360	—
*Bristol, RI.....	29	22,690	25,058	19,855	21,642	18,340	19,990	17,348	18,909	17,348	18,909	13,708	17,933	3	37½	Y	13/1½	—	5-25	20/120	—	—	\$475	—
*Bristol, TN.....	X	22,738	28,928	15,486	19,685	—	—	12,787	16,250	12,787	16,250	11,615	14,750	6	40	Y	7/1	X	10-20	(30)	—	—	\$300	—
Brookings, SD.....	24	—	25,272	—	20,141	—	19,357	—	18,974	—	—	15,154	18,583	4	40	Y	9/1½	—	10-20	1½/120	—	.25	100%	—
Brooklyn, OH.....	28	—	32,157	—	—	—	—	—	25,536	—	23,445	16,000	22,845	1	40	Y	8/1	X	10-20	15/UNL	—	—	\$300+	—
Bucyrus, OH.....	21	—	21,984	—	20,009	—	17,430	—	—	—	—	14,456	15,912	2	40	Y	10/2	3	10-20	15/X	X	.10	\$250	—
Burlington, NJ.....	X	30,043	31,137	—	—	23,534	25,205	—	—	18,332	22,747	17,738	21,983	3	40	Y	12½/1	3	12-25	15/UNL	50%	Y	\$300	\$400
Burlington, NJ.....	31	—	31,104	—	—	28,009	—	26,384	—	22,370	—	16,700	22,370	3	40	Y	13/X	2	12-25	15/—	50%	.15/.25	—	\$350
Butler, PA.....	26	27,235	28,360	23,629	24,754	22,332	23,457	21,032	22,157	21,032	22,157	19,735	20,860	19	40	Y	9/2½	—	15-30	21/104	\$7.50d	.15/.20	\$150	\$150
Butler Twp., PA.....	17	24,660	—	—	—	24,044	—	22,949	—	22,949	—	18,724	20,929	2	40	Y	8/1½	2	5-30	X	—	.07/.15	FURN	\$140
*Cahokia, IL.....	X	—	28,332	—	25,830	—	24,471	—	23,327	(Rank + \$180)	18,456	22,040	—	1½	40	—	12/1	1	5-30	12/UNL	—	—	\$420	\$360
Cambridge, MD.....	X	19,651	29,038	18,914	26,886	15,599	23,050	14,443	21,342	12,382	18,297	10,613	16,942	10	37½	Y	14/X	—	12-21	15/—	—	—	—	—
Canonsburg, PA.....	12	23,222	23,222	—	—	—	—	20,882	20,982	20,382	20,982	15,900	20,050	25	40	Y	14/1½	—	5-30	15/120	22%	—	UNL	—
Canton, IL.....	17	—	28,300	—	—	19,433	23,094	18,676	22,125	—	—	17,918	21,178	15	40	Y	7/2	5	10-25	5/30	100%	3%	\$403	—
Carbondale, PA.....	11	—	18,326	—	—	—	17,721	—	17,116	—	—	—	16,269	X	40	Y	12/1	1	5-28	15/180	—	Y	\$350	—
*Carol Stream, IL.....	X	38,458	44,652	—	—	32,741	36,966	28,339	31,542	—	—	19,544	24,666	5	40	Y	7/1½	3	10-20	120d	—	—	X	\$350
*Carlisle, PA.....	28	—	30,264	—	—	—	—	—	22,588	—	—	13,860	16,965	3	40	Y	8/1½	3	10-22	12/45	100%	—	\$300	—
*Carpentersville, IL.....	35	—	33,675	—	—	—	—	27,300	22,500	24,228	16,896	21,612	21,512	4	40	Y	7½/1½	—	10-20	12/120	—	—	\$400	—
Carteret, NJ.....	X	—	31,500	—	28,977	—	27,172	—	25,367	—	23,863	15,945	23,563	4	40	Y	17/1½	X	10-30	X	—	—	\$575	X
*Casa Grande, AZ.....	X	30,132	41,604	—	—	22,860	31,572	19,932	27,504	17,376	23,952	17,376	23,952	6½	40	Y	9/1½	—	12-24	12/UNL	—	—	\$420L	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT			EDUCATIONAL			Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement		
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service		Social Security	% of Write-Off Against Pension	60 Credits		120 Credits	Master's Degree				Choice of Counsel	Limitation on Fee
100% Y	365 X	\$250,000 X	100% Y	X —	\$100 \$1,000	75% —	100% Y	X 50%	X 50%	X 50%	X 50%	52/15 —/20	15 65 15 65		X X	X X	X X	X X	X X	N Y	— —	— —	— —	— —	Y Y	N X	Y Y	N Y	N Y	
80%	X	\$1 MILL.	—	—	—	—	99%	—	40%	—	—	55/X	— 65		X	X	X	X	X	Y	X	—	—	—	\$5,000	N	Y	Y	Y	Y
100% 70%	365 X	X X	— —	— —	— —	— —	X —	60% 50%	65% 60%	70% 70%	74% 74%	50/20 41/20	X 65 X —		—/60% —/50%	5/60% —/50%	30% 40%	30% 40%	N N	— —	\$720 —	\$1,440 —	— —	\$10,000 \$10,000	N N	X N	Y N	N N	N N	
100% 90%	120 UNL	UNL X	80% X	50% —	\$1,000 —	100% —	100% —	50% 50%	60% 62½%	67½% 75%	72% 87½%	52/25 55/20	15 65 10 65		— 10/80%	— 15/70%	— 66.6%	— 50%	N N	— 7%	— 10%	— 20%	— 30%	\$5,000 \$2,000	N Y	N N	Y Y	N Y	Y Y	
100%	180	\$100,000	—	—	—	—	100%	50%	60%	70%	75%	50/20	10 —		—/50%	10/50%	50%	50%	N	—	—	—	—	\$10,000	Y	X	Y	Y	Y	
100%	365	\$1 MILL.	100%	100%	\$1,000	—	—	—	60%	70%	75%	50/20	10 60		10/65%	10/50%	50%	50%	N	—	—	—	—	\$5,000	N	N	Y	N	Y	
100%	—	—	—	—	—	—	—	—	60%	70%	75%	43/25	10 70		X/66%	X	X	X	Y	—	—	—	—	\$5,000	N	X	N	Y	N	
100%	90	X	—	—	—	—	—	50%	50%	50%	50%	—/55	— 65		10/60%	—	50%	—	N	—	—	—	—	\$25,000	N	N	Y	Y	Y	
100%	365	X	—	—	—	—	—	50%	62½%	75%	75%	41/20	— 70		—/to 50%	15/to 50%	75-100%	75-100%	Y	—	—	—	—	\$5,000	N	N	N	N	N	
100%	—	—	100%	—	—	—	—	75%	—	—	—	55/20	— —		X	X	—	—	Y	—	\$600	—	—	\$75,000	N	N	Y	N	Y	
100%	365	None	100%	—	\$1,000	—	100%	40%	50%	67%	72%	55/25	15 65		—/VAR	VAR	\$260	—	N	—	—	—	—	\$10,000	Y	N	Y	N	N	
100%	X	X	—	—	—	—	—	50%	50%	50%	50%	55/25	X 60		—/50%	—/50%	—	—	N	—	X	X	X	\$35,000	N	N	Y	Y	N	
100%	120	\$20,000	—	—	X	X	X	60%	65%	70%	70%	50/20	X 65		1/60%	5/60%	30%	30%	N	—	\$60	\$120	\$128	\$2,000	N	Y	Y	N	N	
100%	180	\$1 MILL.	—	—	—	—	\$20	50%	50%	50%	50%	55/22	15 65		5/66%	5/50%	66%	25%	N	—	—	—	—	\$5,000	N	X	Y	Y	Y	
100%	X	X	—	—	—	—	—	40%	60%	65%	65%	18/25	15 65		X	X	X	X	N	—	\$300	\$500	—	\$5,000	Y	Y	N	Y	N	
100%	365	\$100,000	100%	—	—	100%	100%	50%	— (50% + \$100 mo.)	—	—	41/20	— 70		15/37%	—	50%	—	N	—	—	—	—	\$10,000	N	X	Y	Y	Y	
100%	UNL	\$500,000	100%	—	—	100%	80%	50%	60%	70%	80%	55/20	— 60		1/75%	1/75%	—	—	Y	—	—	—	—	\$10,000	N	N	N	Y	N	
50%	X	X	—	—	—	—	—	X	X	50%	X	55/X	10 —		10/X	10/X	50%	—	Y	X	X	X	X	\$10,000+	X	X	N	N	N	
80%	90	\$100,000	80%	80%	\$500	—	—	—	—	—	—	55/10	10 —		—	—	—	—	Y	—	—	—	—	\$12,000	N	N	Y	N	N	
100%	X	\$1,000	100%	X	50%	—	—	—	53%	57%	63%	—/22	10 —		—/50%	10/50%	66½%	66½%	N	—	\$2,000	\$3,000	\$3,500	\$8,000	X	N	N	Y	N	
100%	31	\$1 MILL.	—	—	—	—	80%	—	—	—	—	55/25	4 55		1/50%	—	—	—	Y	—	—	—	—	\$10,000+	N	N	Y	N	N	
100%	—	\$250,000	—	—	—	—	80%	40%	50%	60%	70%	5/55	5 65		X	X	X	X	Y	X	—	—	—	\$20,000	N	N	N	X	X	
100%	365	\$250,000	80%	80%	\$800	—	—	—	60%	67½%	72%	52/25	15 70		X	5/2%	\$256m	X	N	—	—	—	—	\$3,500	N	X	Y	N	Y	
100%	365	None	—	—	—	—	80%	—	60%	67½%	—	48/25	15 —		5/X	X	X	X	N	—	X	X	X	—	N	Y	Y	N	Y	
100%	—	X	100%	—	X	100%	\$10	—	60%	65%	65%	—/25	15 65		10/66%	10/40%	25%	25%	N	—	\$300	\$600	—	2½xSAL	Y	N	Y	Y	Y	
100%	365	X	100%	—	\$1,000	—	100%	—	60%	65%	65%	—/25	10 65		—/66%	5/40%	—	—	Y	X	\$780	\$1,560	—	—	Y	N	Y	Y	Y	
100%	365	\$1 MILL.	100%	—	\$750	100%	—	50%	—	—	—	50/20	15 65		—/50%	15/75%	50%	—	N	—	—	—	—	\$15,000	N	N	Y	Y	Y	
100%	365	\$250,000	100%	—	—	100%	100%	50%	50%	50%	50%	55/25	— 65		—/100%	X/50-75%	—	—	N	—	—	—	—	\$20,000	N	N	Y	Y	Y	
100%	UNL	UNL	50%	—	50%	—	80%	50%	60%	70%	75%	50/20	10 65		—/65%	10/50%	65%	50%	N	—	\$1,200	\$1,500	\$1,800	\$3,000	Y	N	Y	N	Y	
100%	X	—	—	—	—	—	—	55%	66½%	100%	—	X	X 70		X	X	X	X	Y	X	—	—	—	—	\$1,000	N	N	N	N	N
100%	365	\$20,000	80%	80%	X	85%	—	50%	50%	50%	50%	50/25	— 55		10/80%	X	X	X	N	—	—	—	—	\$25,000	N	N	Y	Y	Y	
100%	180	\$1,000	100%	100%	—	—	100%	50%	60%	70%	75%	50/20	10 —		—/65%	—/50%	50%	50%	N	—	—	—	—	\$5,000	N	X	N	N	Y	
100%	X	X	100%	X	X	100%	—	50%	50%	50%	50%	55/20	10 65		10/50%	—	50%	50%	N	—	—	—	—	1xSAL	X	X	Y	Y	Y	
100%	X	\$1 MILL.	—	—	—	—	—	50%	60%	70%	75%	50/20	10 65		—/65%	10/65%	50%	X	Y	X	X	X	X	\$15,000	N	N	Y	N	N	
100%	120	\$300,000	100%	—	—	100%	—	—	50%	X	X	55/25	12 —		X/60%	X/60%	—	—	N	—	—	—	—	—	1½xSAL	N	X	Y	Y	N
100%	X	X	100%	—	—	—	X	50%	60%	70%	75%	50/20	10 —		—/65%	10/50%	50%	50%	N	—	5%	5%	5%	\$10,000	N	Y	Y	Y	N	
Y	120	\$20,000	X	X	—	—	—	X	60%	65%	X	—/25	X 65		X	X	X	X	N	—	X	X	X	X	\$10,000	Y	N	Y	Y	Y
100%	—	—	100%	100%	\$1,000	—	—	50%	55%	60%	60%	X	10 65		—	—	50%	—	Y	—	—	—	—	\$6,000	N	X	Y	N	Y	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX											
POPULATION 10,000 to 25,000 (Continued)																								
Chanute, KS	21	26,600	—	20,800	—	—	—	16,100	—	16,600	—	13,250	14,750	1	40	Y	8/1½	1	10-20	12/120	—	Y	—	—
*Charleston, IL	25	21,120	29,244	—	—	16,476	24,600	15,660	23,784	14,016	22,140	14,016	22,140	21	40	Y	12/1	7	5-30	12/75	—	—	\$300	—
Cheviot, OH	X	—	23,000	—	—	—	—	—	21,000	—	—	17,550	19,500	1	42½	Y	9/1	—	12-30	15/120	—	—	\$300	—
*Chicago Ridge, IL	24	27,040	—	—	—	24,500	—	23,331	—	24,231	—	17,283	21,449	3	40	Y	11/1½	—	6-24	12/120	—	—	\$350	—
Chillicothe, OH	44	21,091	24,710	17,326	20,592	—	—	16,370	19,614	18,450	18,450	15,496	18,450	4	40	Y	13/1	—	10-30	15/UNL	50%	Y	ALL	ALL
*Clarksburg, WV	34	21,120	22,200	—	—	17,338	18,418	15,924	17,004	14,516	15,488	14,516	15,488	X	40	Y	12/—	—	12-24	90/X	—	—	100%	100%
Clarksville, IN	28	—	—	15,055	—	—	—	14,669	—	14,669	15,055	13,677	14,288	1	40	Y	9/1	5	7-21	5/30	X	X	\$750	X
*Clawson, MI	21	27,500	30,600	—	—	—	—	24,580	25,960	—	—	20,650	23,000	3	40	Y	9/1	5	10-25	12/126	50%	—	FURN	\$350
*Clinton, MA	25	—	21,500	—	—	—	—	—	17,520	—	—	11,712	16,174	2	40	Y	11/1	1	10-25	15/120	15%	X	\$325	X
Coatesville, PA	22	30,126	—	—	—	27,154	—	25,216	—	—	—	19,040	21,583	3	40	Y	11/1	3	10-25	15/72	25%	—	\$200	—
*Coeur d'Alene, ID	33	—	31,368	24,564	27,144	20,464	22,592	18,548	20,464	18,548	20,464	15,624	18,548	3½	40	Y	9/2	1	12-30	15/90	25%	.35	\$195	\$120
Collingswood, NJ	22	—	31,659	—	30,151	—	26,218	—	23,835	—	—	17,384	21,667	3	40	Y	15/1	—	5-20	30/56	X	—	\$600	—
*Collinsville, IL	28	—	27,800	—	25,500	—	—	—	22,672	—	22,089	—	21,611	—	40	Y	10/2	1	5-20	18/X	50%	—	\$350	—
Columbia, PA	14	23,417	—	—	—	—	—	19,917	—	—	—	11,000	18,917	5	40	Y	11/1½	3	5-25	17/120	30%	—	X	ALL
*Columbus, NB	26	22,800	20,200	15,000	20,400	—	—	14,400	19,536	—	—	13,560	17,760	5	40	Y	8/1½	—	10-20	12/90	—	\$30/\$40	FURN	ALL
Conneaut, OH	18	17,000	19,000	—	—	—	15,571	—	15,187	—	—	14,016	14,860	2	40	Y	13/1½	—	14-35	16/UNL	60d	.15/.20	\$325	\$175
Connellsville, PA	19	15,500	17,850	15,500	17,300	—	—	15,500	16,700	15,500	17,000	13,500	15,500	2	40	Y	9/2	1	5-20	15/60	50%	—	\$375	—
*Cooper City, FL	23	27,048	36,245	—	—	22,252	29,819	20,183	27,048	16,906	22,552	16,606	22,252	7	40	Y	10/1½	—	10-20	12/None	50%	—	\$200	\$300
Cortland, NY	39	—	30,200	—	—	20,756	22,473	19,043	20,756	19,043	20,756	13,421	19,043	19	40	Y	11/1½	7	10-20	18/160	—	Y	\$350	—
Cranberry Twp., Mars, PA	X	—	29,700	—	—	—	26,900	—	—	—	—	19,500	21,500	1	40	Y	10/1	2	10-20	15/75	—	—	\$350	—
Crawfordsville, IN	27	22,400	22,400	20,300	20,300	16,100	19,300	15,100	18,300	15,100	19,300	14,100	17,300	20	40	Y	12/1½	16	12-17	—	—	—	\$350	—
*Creve Coeur, MS	32	32,952	37,080	—	—	26,016	29,280	23,112	26,016	20,352	24,732	19,380	23,556	5	X	Y	9/1	1	10-25	VAR	—	—	\$480+	X
Crown Point, IN	23	24,500	—	—	—	23,000	23,360	22,150	22,550	21,600	21,960	20,940	21,300	12	40	N	8/2	—	7-35	UNL	—	—	\$350	—
Cudahy, WI	X	33,583	—	—	30,353	—	29,590	—	27,183	—	27,183	20,640	24,245	3	38½	Y	10/1	—	10-25	12/120	35d	.15	\$275	—
Dania, FL	41	—	35,942	—	29,949	21,008	31,033	19,052	28,142	18,158	26,811	17,305	25,542	5	40	Y	10/1	1	10-20	12/75	100%	—	—	UNL
*Deerfield, IL	33	37,071	43,613	—	—	28,738	33,809	26,484	31,158	18,958	26,836	18,958	26,836	4	40	Y	10/1	2	10-25	12/120	—	—	\$350	—
Defiance, OH	22	22,918	26,809	—	—	20,375	24,296	19,000	19,500	—	—	12,500	17,500	3	40	Y	12/1	2	10-25	15/X	33%	—	\$250	—
Delaware, OH	29	30,387	32,943	26,196	28,400	—	—	22,980	24,482	17,001	21,288	17,001	21,288	3	40	Y	8/1½	4	10-25	119/—	33%	—	\$250	\$200
*Derby, CT	22	21,328	—	—	—	20,128	—	18,379	—	18,379	—	X	17,648	X	40	Y	11/1½	2	10-20	(150)	—	Y	\$375	—
Derby, KS	17	—	31,212	24,624	27,385	21,672	24,022	19,764	21,072	19,080	19,608	13,080	18,140	2½	40	Y	11/1	—	5-15	12/UNL	30d	—	\$420	—
Dodge City, KS	27	22,100	26,885	—	—	18,900	23,010	16,145	19,655	13,260	15,520	13,260	15,520	—	40	Y	9/1½	—	12-15	12/120	25%	—	—	100%
*Dolton, IL	32	—	30,194	—	—	24,763	27,283	23,266	25,786	21,649	24,169	21,649	24,169	15	40	Y	10/1	3	14-28	180/—	—	—	\$400	—
Dormont, PA	14	—	—	—	—	24,000	—	22,962	—	—	—	17,500	21,962	4	40	Y	11/1½	—	10-27	25/125	—	—	\$325	—
*Duncan, OK	42	28,873	29,040	24,268	24,585	22,184	22,852	20,868	21,647	16,795	20,547	12,000	20,547	4	40	N	7/2	1	14-28	12/24	—	—/.25	\$185	\$180
Duquesne, PA	23	—	27,100	—	22,966	—	21,952	—	21,463	—	21,952	17,811	20,152	1	40	Y	14/1	—	10-35	11/104	25%	.14	\$300	\$175
*East Grand Rapids, MI	16	—	29,510	—	27,092	—	25,246	24,154	25,090	24,154	25,090	17,602	22,906	5	40	Y	11/2	6	10-20	12/240	—	—	100%	100%
*East Haven, CT	47	25,070	—	21,413	—	20,676	—	19,752	—	19,752	—	15,215	18,229	3	X	Y	12/1	2	10-25	15/150	100%	—	\$300	\$125
East Liverpool, OH	24	22,000	25,900	18,545	22,445	17,026	20,926	—	—	15,630	19,530	15,630	19,530	3	40	Y	10/2	2	15-43	180/—	30%	.30	\$312	—
*East Moline, IL	31	—	38,881	—	34,862	27,748	28,432	25,930	27,216	Ptim.	—	22,549	24,068	5	40	Y	8/1½	5	10-25	15/—	75%	.05/.10	\$250	—
*Ecorse, MI	30	34,028	—	—	—	26,526	—	25,328	—	24,724	—	20,772	23,167	3	40	Y	X/1½	3+	24	12/120	62½%	.35/.40	\$250	\$275
*Eden, NC	42	21,024	28,179	18,156	24,336	14,928	20,016	14,232	19,068	12,912	17,292	12,288	16,464	X	40	Y	10/1	X	10-15	12/96	—	—	\$250	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement			
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	S.Social Security	% of Write-Off Against Pension	60 Credits		120 Credits	Master's Degree				Choice of Counsel	Limitation on Fee	
100%	X	\$250,000	—	—	—	—	—	40%	50%	60%	70%	50/20	20	—	4/50%	—	50%	—	Y	—	—	—	—	\$10,000	N	X	N	Y	Y	
100%	—	X	X	X	X	—	—	50%	50%	70%	70%	50/20	20	65	—/50%	—/50%	50%	50%	N	—	—	—	—	\$20,000	N	N	Y	Y	Y	
100%	X	\$250,000	—	—	—	—	—	—	50%	60%	66%	52/25	X	70	X	X	X	X	N	—	—	—	—	—	X	X	Y	N	Y	
100%	120	80%	100%	80%	\$1,000	100%	—	50%	60%	70%	75%	50/20	10	63	—/100%	—/\$150	100%	50%	Y	—	\$150	X	X	\$5,000	N	N	Y	N	N	
100%	120	\$20,000	80%	—	—	—	—	30%	60%	67½%	72%	50/25	15	—	5/72%	5/VAR	—	—	N	—	—	—	—	\$5,000	N	N	Y	Y	Y	
100%	365	80%	—	—	—	—	—	60%	65%	70%	70%	50/20	X	65	—/60%	5/60%	60%	60%	N	—	—	—	—	\$10,000	Y	N	Y	N	N	
100%	70	X	X	X	X	X	X	50%	60%	70%	70%	X/20	X	X	X	X	X	X	N	—	X	X	X	\$15,000	N	X	X	Y	N	
100%	X	X	75%	—	—	100%	\$20	X	X	X	X	55/25	10	X	X	X	X	X	N	—	\$125	\$175	—	\$23,000	N	X	Y	Y	N	
50%	X	X	X	X	X	X	X	X	X	X	X	X	X	65	X	X	X	X	N	—	\$500	X	X	X	X	X	Y	Y	Y	
100%	UNL	UNL	100%	—	None	75%	\$500	50%	55%	60%	—	50/20	—	—	10/50%	—	50%	—	N	—	—	—	—	\$25,000	Y	Y	Y	Y	N	
100%	70	\$250,000	70%+	50%	—	—	80%	—	85%	100%	—	50/25	5	—	10/100%	10/100%	50%+	50%+	Y	X	(Pays 80%)			\$10,000	Y	N	Y	Y	Y	
100%	X	None	—	—	—	—	—	—	60%	—	—	—/25	X	X	10/75%	10/40%	X	X	N	—	—	—	—	—	Y	N	N	Y	N	
Y	X	Y	—	—	—	—	—	50%	60%	—	—	50/20	X	X	X	X	X	X	X	X	X	X	X	X	X	N	Y	Y	Y	Y
100%	120	\$1 MILL.	—	—	—	—	\$1000	—	50%	50%	50%	55/25	12	—	—	—	—	—	N	—	—	—	—	\$10,000	N	Y	Y	Y	Y	
98%	365	FULL	—	—	—	—	—	—	40%	50%	—	55/25	X	65	X	X	X	X	Y	X	X	X	X	\$6,000	X	X	Y	N	N	
100%	730	\$40,000	80%	—	\$800	—	80%	—	X	X	72%	52/25	X	—	X	X	X	X	N	—	—	—	—	—	Y	Y	Y	N	Y	
100%	90%	\$1 MILL.	—	—	—	—	—	50%	50%	50%	50%	50/20	—	—	3/50%	3/25%	25%	—	N	—	\$150	\$250	\$250	\$15,000	N	N	Y	Y	Y	
100%	UNL	\$500,000	80%	50%	\$1,000	—	80%	1½%	1½%	1½%	1½%	50/10	10	—	—	—	VAR	VAR	Y	—	2%	4%	4%	\$5,000	N	N	N	Y	N	
Y	UNL	UNK	—	—	—	—	100%	50%	50%	66%	—	—/20	10	62	—/66%	UNK	UNK	UNK	Y	—	\$200	\$400	\$400	\$3,000	N	N	Y	Y	Y	
100%	365	\$25,000	100%	—	—	—	—	—	50%	50%	50%	55/25	25	—	—/100%	—	X	—	Y	—	—	—	—	\$50,000	N	N	N	Y	Y	
99%	100%	\$1 MILL.	—	—	—	—	—	50%	60%	70%	74%	41/20	20	—	1/50%	1/50%	25%	25%	N	—	—	—	—	\$2,000	N	N	N	N	Y	
100%	365	\$1 MILL.	80%	80%	50%	—	\$1000	(36% + \$5 per yr.)				X/10	10	—	X/60%	X/60%	—	—	Y	X	—	—	—	2xSAL	N	N	N	N	N	
100%	365	UNL	—	—	—	—	—	50%	60%	70%	74%	55/20	—	X	1/100%	1/55%	30+10%	30+10%	N	—	—	—	—	\$15,000	N	N	N	N	Y	
100%	90	\$25,000	—	—	—	—	—	—	60%	80%	85%	55/25	X	—	—/1.8%y	X	80%	55%	Y	—	½%	—	—	X	Y	X	Y	Y	Y	
100%	6m	\$1 MILL.	100%	—	—	—	100%	50%	57%	66½%	66½%	55/10	10	62	—/100%	—/40%	—	—	Y	—	5%	5%	—	2xSAL	N	N	Y	Y	N	
100%	UNL	100%	100%	100%	\$1,200	—	80%	50%	60%	70%	75%	50/20	10	65	—/65%	—/50%	50%	10/50%	N	—	—	—	—	\$8,000	N	N	Y	Y	Y	
100%	—	X	80%	X	X	80%	\$20	X	X	X	X	52/15	15	70	X	X	X	X	X	—	\$500	—	—	—	\$10,000	Y	X	Y	Y	Y
100%	365	\$100	100%	50%	\$100	—	—	50%	60%	67½%	72%	48/15	15	65	X	X	100%	\$210m+\$68C	N	—	—	—	—	\$12,000	N	X	Y	N	Y	
Y	X	X	Y	—	—	Y	Y	X	X	X	X	55/X	10	65	—/X	X	X	X	Y	X	X	X	X	\$2,000	Y	Y	X	Y	Y	
100%	X	X	100%	100%	X	—	80%	40%	50%	60%	70%	55/20	20	65	—/50%	5/50%	X	X	Y	—	—	—	—	X	N	N	N	N	N	
100%	UNL	UNL	100%	50%	\$1,000	—	100%	60%	65%	100%	100%	60/10	10	70	X/100%	X/55%	50%	50%	Y	—	—	—	—	\$5,000	N	N	N	N	Y	
100%	—	\$1 MILL.	80%	80%	\$80	80%	80%	50%	60%	70%	75%	50/20	10	65	—/65%	—/50%	50%	50%	N	—	—	—	—	\$20,000	N	N	Y	Y	N	
100%	365	\$100	100%	100%	X	90%	—	—	50%	50%	50%	55/25	12	65	X/100%	X/X	—	—	N	—	\$200	\$200	\$200	\$35,000	Y	X	Y	Y	N	
100%	X	\$1 MILL.	—	—	—	—	80%	50%	62½%	75%	75%	41/20	X	70	1/2½%y	15/2½%y	2½%y	2½%y	Y	—	5%	10%	—	100%	Y	Y	N	N	N	
100%	365	80%	100%	100%	\$800	100%	—	50%	50%	50%	50%	50/20	20	65	10/50%	10/50%	25%	25%	N	—	—	—	—	\$20,000	Y	N	Y	Y	Y	
100%	UNL	UNL	—	—	—	—	100%	VAR	VAR	VAR	VAR	55/10	10	70	X	X	VAR	VAR	N	—	\$400	\$800	\$1,000	1xSAL	Y	N	N	Y	N	
100%	—	50%	—	—	—	—	CoPay	X	50%	60%	66½%	—	10	65	—/50%	10/2%y	X	X	N	—	\$250	\$375	—	\$5,000	N	X	Y	Y	N	
100%	UNL	UNL	85%	85%	\$500	85%	—	—	68%	72%	76%	48/25	15	—	1/76%	5/68%	76%	68%	N	8%	\$15	\$25	\$50	\$10,000	Y	N	Y	Y	Y	
100%	365	\$100,000	—	—	—	—	\$1,000	50%	60%	70%	75%	50/20	10	—	—/65%	10/50%	65%	50%	N	—	\$1,637	\$2,096	—	—	—	N	X	Y	Y	N
100%	X	X	80%	X	—	—	\$1D	—	50%	50%	—	55/25	X	60	X/30%	X/50%	50%	50%	N	—	X	X	X	\$15,000	N	N	N	Y	Y	
100%	UNL	\$1 MILL.	—	—	—	—	—	X	X	X	X	62/X	10	70	1/75%	1/50%	X	X	Y	X	—	—	—	VAR	N	N	N	N	N	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX											
POPULATION 10,000 to 25,000 (Continued)																								
Edgewater, FL	12	—	18,158	—	—	—	15,600	14,310	15,121	12,022	14,310	11,356	13,145	3	40	Y	10/1	2	10-20	X	X	X	X	X
El Dorado, KS	36	22,940	29,278	19,816	25,291	17,973	22,940	—	—	—	—	14,083	20,806	8	40	Y	7 1/1	X	12-17	12/90	X	X	X	\$195
*Elizabethtown, KY	22	13,067	19,966	—	—	11,025	15,642	10,247	14,751	—	—	9,190	12,944	7	40	Y	6 1/1 1/2	—	7-21	12/60	—	—	\$300	—
*Elmwood Park, IL	34	32,500	—	26,800	—	25,300	—	23,900	—	+500	—	16,000	22,400	3	40	Y	4/1	12	12-28	60/X	—	—	\$300	X
*El Reno, OK	X	—	25,920	17,376	21,108	15,816	19,128	15,060	18,216	14,328	17,376	12,996	16,560	5	40	Y	9 1/2 1/1 1/2	X	33-48	X/120	—	—	\$350	\$540
*El Segundo, CA	61	42,948	60,624	36,456	51,576	31,272	38,160	27,756	33,864	25,716	30,996	23,916	29,196	3 1/2	40	Y	12 1/1 1/2	3	12-22	12/132	50%	—	\$300	—
Elwood, IN	16	16,752	—	15,593	—	15,334	—	15,302	—	—	—	15,000	—	—	40	N	5/1	10	20	90/—	—	—	\$800	—
*Endicott, NY	X	—	28,250	—	24,123	—	22,523	—	20,678	—	20,678	14,247	18,775	2	40	Y	11/1	3	5-20	12/150	10%	—	\$247	—
Escanaba, MI	37	—	32,000	—	—	17,000	20,000	15,800	18,900	20,000	20,000	14,800	18,000	4	40	Y	9/1 1/2	—	X	15/X	X	Y	UNL	Y
*Evergreen Park, IL	43	—	33,695	—	29,793	28,172	29,129	25,502	26,703	—	24,900	16,888	24,167	4	40	Y	9/1	—	10-20	12/120	100%	—	\$395	100%
*Fairmont, WV	41	23,000	27,600	—	—	19,200	20,300	16,300	18,500	14,700	16,800	12,400	16,800	5	40	Y	12 1/1 1/2	1	10-25	15/UNL	50%	—	100%	—
*Fairview Heights, IL	28	29,436	33,557	—	—	26,892	30,656	24,516	27,948	—	—	18,012	24,781	20	40	Y	10/2 1/2	—	10-25	15/180	—	15/30	—	—
Faribault, MN	22	—	29,980	—	26,369	—	25,542	—	25,396	—	24,228	17,316	23,088	2	40	Y	11 1/1 1/2	—	10-20	21/180	50%	20	—	—
*Florence, KY	28	20,900	27,436	—	—	—	17,142	22,508	Rank	—	11,908	21,425	—	4	40	Y	4/1	3	15	12/30	—	—	\$510P	—
*Fort Madison, IA	22	23,889	23,889	21,384	21,384	—	—	19,819	19,819	—	—	13,800	16,888	2	40	Y	10 1/1 1/2	1	5-25	21/140	—	—	\$150P	X
*Ft. Thomas, KY	21	27,433	—	—	—	21,384	—	19,462	—	—	—	16,078	18,222	10	40	Y	10/1	—	10-20	10/180	2 1/2-1	NA	100%	—
*Fort Walton Beach, FL	45	27,913	39,291	—	—	15,558	21,860	14,102	19,822	12,972	17,992	12,972	17,992	8	40	Y	8 2/2 1/2	X	10-20	9/100	—	—	FURN	—
Fostoria, OH	27	28,876	—	23,753	—	—	22,443	—	—	—	—	18,428	21,361	3	40	Y	12/2	3	10-30	15/120	100%	Y	\$300	\$100
Frankfort, IN	27	—	19,504	—	16,642	—	16,308	—	—	16,308	17,042	15,331	15,481	1/2 yr.	40	Y	11/X	—	14-28	30/90	—	—	\$600	—
Franklin, IN	20	—	18,000	—	16,042	—	15,666	—	15,415	—	—	15,038	—	—	40	Y	8/1	4	14-35	UNK	—	—	\$600	—
*Franklin, TN	31	—	24,396	—	16,500	—	15,948	—	14,916	—	14,916	—	14,148	—	40	Y	9/1	—	10-15	12/120	—	—	\$250	—
*Franklin Park, IL	44	38,000	—	—	—	26,500	26,500	24,000	24,000	23,161	23,161	16,972	22,161	2	40	Y	7/1	3	6-24	7/20	50%	—	\$350	—
Gainesville, GA	X	22,194	33,800	17,347	26,374	15,725	23,899	13,562	20,613	12,272	18,678	12,272	18,678	16	40	N	6 1/2 1/1	—	15	15/180	—	—	\$350P	—
Galion, OH	20	22,506	26,666	18,595	23,234	16,201	20,426	—	—	—	—	14,513	17,992	1	40	Y	13/2 1/2	4	10-24	15/UNL	66 2/3%	—	\$300	—
Gallup, NM	44	25,200	32,400	18,000	24,000	16,800	21,600	14,400	19,200	14,400	19,200	10,200	13,800	X	40	Y	11 1/1 1/2	—	12-27	22 1/2/UNL	—	—	FURN	\$180
*Gardendale, AL	14	22,131	26,915	—	—	—	—	18,241	22,131	Rank	Rank	16,515	20,072	5	40	—	10/1	—	12-24	12/60	—	—	X	100%
*Gardner, MA	33	—	25,038	—	23,304	—	21,539	—	19,773	—	—	13,350	17,655	5	37 1/2	Y	11 1/1 1/2	2	14-28	15/—	—	1/2-1%	\$315	—
Geneva, NY	34	—	28,690	22,756	25,279	20,695	23,174	19,329	21,571	—	+9%	16,670	18,907	3	40	Y	12 1/1 1/2	4	5-24	—	—	5%/4%	\$300	—
Girard, OH	20	24,829	25,907	21,503	22,581	—	—	—	19,917	20,995	19,917	20,995	—	33	40	Y	11 1/1 1/2	4	10-25	15/UNL	25%	—	\$250	—
*Glasgow, KY	X	—	16,848	14,810	—	—	12,626	—	—	15,933	9,693	11,107	—	—	40	Y	6/1	10	15	12/48	—	—	\$200	—
Golden Valley, MN	28	43,408	47,702	39,463	43,366	—	33,226	34,294	28,022	28,022	17,364	26,688	—	3	40	Y	11/1	—	10-25	(100)	33%	—	FURN	FURN
Goshen, IN	30	19,199	—	15,880	—	15,316	—	14,913	—	15,316	—	14,423	14,603	1	40	Y	9/\$45	5	14-28	12/180	—	—	\$650	—
Great Bend, KS	29	27,300	39,052	23,140	33,020	21,008	27,300	18,876	24,076	18,876	24,076	12,916	16,494	5	42 1/2	Y	7/X	3	12	12/59	—	—	X	—
Greenbelt, MD	27	26,145	34,299	24,190	31,844	22,568	29,723	20,072	26,395	17,326	26,395	16,432	21,756	15	40	Y	9/2 1/2	1	13-26	13/30	25%	—	100%	100%
Greensburg, PA	29	23,323	27,988	21,771	26,125	20,267	24,319	19,912	23,894	19,025	22,829	19,025	22,829	20	40	Y	10/2 1/2	2	10-25	UNL	—	35/35	\$365	—
Greenwood, IN	28	—	20,360	—	18,280	—	17,055	—	16,720	—	Rank	15,410	16,410	1	42	Y	12/2	X	5-20	X/90	—	—	\$500	—
Hammonton, NJ	19	—	28,500	—	26,000	—	25,000	—	24,500	—	23,500	12,000	22,000	5	40	Y	13/X	—	12-20	15/X	X	—	\$370	\$380
*Hanford, CA	27	30,840	37,296	NA	NA	22,656	27,384	20,484	24,624	18,564	22,416	17,736	21,372	3 1/2	40	Y	9 1/2 1/1	—	11-20	UNL	—	—	\$350	—
Hannibal, MI	33	21,735	—	16,080	—	15,214	—	14,762	—	14,482	—	13,603	13,768	1	40	Y	10/X	—	10-20	UNL	—	—	\$400	—
*Hanover, PA	X	—	31,000	—	—	—	26,000	—	22,000	—	—	13,000	18,000	5	40	Y	8/1	5	X	10/150	50%	—	100%	100%
*Harrisburg, IL	11	—	20,000	—	—	—	—	—	—	—	—	17,040	18,480	14	40	Y	11/1	2	10-20	15/65	—	—	\$300	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL				PAGE				
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
80%	X	X	80%	80%	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
65%	X	X	X	X	X	X	X	X	X	X	X	62/3	10	70	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
100%	70	\$250,000	—	—	—	—	—	X	X	X	X	X	15	70	—/X	X	—	—	—	Y	X	\$250	\$500	\$500	\$25,000	N	X	Y	N	Y
100%	X	X	X	X	X	X	X	50%	60%	70%	75%	50/20	X	62	1/65%	10/50%	50%	50%	N	8.5%	X	X	X	\$5,000	X	X	Y	N	Y	
80%	60	\$2,000	—	—	X	X	X	—(State Pension Program)—					55/20	X	—	X	X	X	Y	—	—	\$250	\$350	X	N	N	N	Y	N	
100%	365	\$500,000	100%	—	—	—	—	40%	50%	60%	70%	55/20	20	60	VAR	—	VAR	—	N	—	X	X	X	\$15,000	N	N	Y	Y	N	
100%	365	UNL	—	—	—	—	—	50%	60%	70%	74%	41/20	—	—	—/50%	—/50%	50%	50%	N	—	—	—	—	\$5,000	N	N	N	N	N	
100%	X	\$100,000	—	—	—	—	100%	X	50%	X	X	25/X	10	70	X/75%	—	X	—	Y	—	\$250	\$500	—	—	—	N	Y	Y	Y	Y
100%	X	X	80%	X	—	—	—	X	X	X	X	55/25	10	60	—/X	X	X	X	N	—	—	—	—	\$5,000	N	N	N	Y	Y	
100%	60	\$1 MILL.	100%	80%	\$1,000	—	—	50%	60%	70%	75%	50/20	20	65	—/65%	—/50%	65%	10y/50%	N	—	—	—	—	\$20,000	N	N	Y	Y	Y	
100%	365	\$50,000	—	—	—	—	—	60%	65%	70%	70%	50/20	—	65	—/60%	5/60%	30%	30%	N	—	—	—	—	\$10,000	N	X	Y	N	N	
100%	—	—	90%	90%	—	—	90%	50%	60%	70%	75%	50/20	10	70	—/65%	10/50%	50%	50%	N	—	5%	10%	X	2xSAL	N	X	Y	N	N	
100%	X	X	—	—	—	—	—	50%	50%	50%	50%	50/20	20	70	X	X	X	N	—	—	—	—	—	\$10,000	N	N	Y	Y	N	
100%	120	\$1 MILL.	—	—	—	—	80%	50%	—	75%	—	—/20	20	—	—/50%	—/to 50%	50%	50%	Y	—	\$700	\$900	—	\$10,000	N	X	N	N	N	
100%	X	X	—	—	—	—	—	X	50%	50%	50%	55/22	15	65	—/66 2/3%	5/40%	X	X	N	—	\$60	\$60	\$60	\$5,000	X	X	Y	Y	Y	
100%	X	\$1 MILL.	—	—	—	—	80%	50%	50%	50%	50%	51/20	5	65	—/100%	5/50%	50%	25%	N	—	\$12.50	\$25	\$25	\$20,000	N	N	Y	Y	Y	
80%	31	\$250,000	—	—	—	—	80%	50%	62 1/2%	75%	75%	60/—	10	60	2/50%	2/40%	50% PEN.	50% PEN.	Y	—	—	—	—	\$20,000	N	Y	N	N	Y	
100%	365	\$10,000	—	—	—	Y	Y	—(State Mandated)—															\$15,000	X	X	Y	Y	Y		
100%	120	\$10,000	—	—	—	—	—	50%	60%	70%	74%	41/20	20	62	—/50%	—/50%	30%	30%	N	—	—	—	—	—	N	N	N	N	Y	
85%	70	UNL	50%	50%	\$700	80%	80%	20%	60%	70%	74%	55/20	X	—	—/20%	—/20%	45%	45%	N	—	—	—	—	\$10,000	N	N	N	N	Y	
80%	UNL	UNL	—	—	—	—	—	40%	50%	60%	70%	55/10	10	—	10/26y	10/26y	VAR	VAR	Y	50%	—	—	—	X	N	Y	N	N	N	
90%	X	X	—	—	—	—	—	50%	60%	70%	75%	50/20	—	—	1/65%	10/65%	50%	50%	N	—	—(\$250 for All)		—	\$10,000	N	X	N	N	Y	
100%	365	\$1 MILL.	—	—	—	—	—	25%	50%	55%	55%	—/10	10	70	X	X	X	X	N	—	—	—	—	\$1,500	N	X	Y	N	N	
100%	X	X	(\$18 mo. on Premium)				—	—	50%	60%	66%	52/25	15	—	VAR	VAR	VAR	VAR	N	—	—	—	—	\$10,000	N	X	Y	N	Y	
60%	365	X	—	—	—	—	80%	50%	62 1/2%	75%	75%	—/X	10	55	—/26y	10/26y	X	X	N	—	\$50	\$100	—	\$1,000	X	X	N	N	Y	
100%	X	X	—	—	—	—	—	—	—	60%	—	60/30	10	70	X	X	50%	—	Y	—	—	10%	—	\$10,000	Y	N	Y	N	N	
75%	—	—	75%	—	—	—	—	X	X	X	X	55/10	X	65	—/72%	X	—	—	Y	7%	\$780	—	—	75%	X	X	Y	Y	N	
100%	X	X	X	X	X	X	X	—	50%	(+ 1/60 Salary)		45/25	10	62	—/75%	10/X	VAR	VAR	Y	—	\$350	\$500	—	—	N	N	Y	Y	N	
100%	365	80%	10%	—	\$30m	—	—	50%	60%	70%	72%	52/25	15	—	1/72%	—	X	—	N	—	—	—	—	\$10,000	N	N	Y	N	Y	
100%	—	\$250,000	—	—	—	—	—	50%	50%	50%	50%	57/20	—	65	1/100%	8/100%	50%	50%	Y	—	—	—	—	\$5,000	N	N	N	N	Y	
(\$134 mo. Plans and Benefits Vary)								50%	60%	70%	80%	55/10	10	65	—/50%	5/12 1/2%	—(50% of Pension)		N	—	\$60	\$120	\$200	—	N	N	Y	Y	N	
100%	365	\$1 MILL.	—	—	—	—	—	50%	60%	70%	74%	55/20	—	—	—/55%	—/55%	30%	30%	N	—	—	—	—	—	—	Y	N	N	N	N
80%	120	X	—	—	—	—	X	X	X	X	X	X	X	70	X	X	X	X	X	X	X	—	—	—	\$5,000	Y	N	N	N	Y
66 2/3%	180	\$1 MILL.	—	—	—	—	—	—	46%	55%	64%	—/25	5	70	10/66 2/3%	5/40%	X	X	Y	X	—	—	—	\$10,000	Y	N	N	N	N	
100%	365	\$20,000	100%	50%	—	—	100%	50%	50%	50%	50%	50/20	20	65	1/50%	1/50%	50%	50%	N	—	—	—	—	\$10,000	Y	N	Y	Y	Y	
100%	UNL	UNL	—	—	—	—	80%	50%	50%	50%	50%	55/20	—	65	—	—	30%	30%	N	—	—	—	—	\$15,000	N	X	N	N	Y	
100%	X	X	—	—	—	—	—	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Y	Y	Y
100%	X	X	50%	50%	X	X	X	50%	50%	50%	52%	55/5	—	65	—/50%	5/25%	50%	10%	N	—	X	X	X	\$5,000	N	N	N	Y	N	
100%	X	X	—	—	—	—	—	—	50%	50%	50%	55/25	X	—	X	X	X	X	N	—	X	X	X	\$5,000	N	N	N	N	N	
100%	X	80%	100%	50%	50%	100%	100%	—	50%	X	X	55/25	12	65	X	X	X	X	X	X	X	X	X	\$25,000	Y	N	Y	Y	N	
100%	X	X	—	—	—	—	—	50%	55%	70%	75%	50/20	—	65	X	X	X	X	N	—	—	—	—	\$5,000	N	X	N	N	N	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 10,000 to 25,000 (Continued)																									
Hasbrouck Heights, NJ	28	—	36,109	—	28,842	—	27,563	—	26,279	—	—	17,333	25,000	5	37½	Y	12/1½	3	10-20	(1 yr)	—	—	\$400	—	
*Hazel Park, MI	40	—	43,587	—	—	—	32,209	—	29,046	—	—	19,623	25,397	3	40	Y	14/2	3	12-32	12/100	50%	\$250	\$250	\$150	
Hermitage, PA	24	—	28,425	—	25,112	—	—	—	22,379	—	22,379	17,824	20,367	2	40	Y	9/1½	3	10-30	15/155	100%	.30/.30	\$225	—	
Hobart, IN	30	18,740	21,540	18,040	19,040	—	—	17,040	18,140	17,040	17,990	15,540	16,540	1	40	Y	6/1	3	10-25	45/X	—	—	\$450	—	
*Homestead, FL	58	33,924	—	30,954	—	26,457	27,764	23,067	24,472	23,067	24,472	18,033	21,070	5	40	Y	8/1	3	10-15	15/120	—	—	\$420	\$364	
*Homewood, IL	36	29,184	39,444	—	—	22,764	31,248	21,624	29,460	—	—	18,372	24,900	7	40	Y	9/X	2	10-20	12/UNL	50%	—	\$300	—	
Hopewell, VA	39	24,095	30,751	20,808	26,573	17,131	21,866	15,542	19,834	14,095	17,966	13,428	17,131	5	40	Y	11/1½	—	6-21	12/UNL	—	—	\$400	—	
Hopewell Twp., Aliquippa, PA	9	—	27,500	—	21,500	—	—	—	—	—	—	13,160	18,800	4	40	Y	10/2½	2	10-25	30/120	½%	—	\$325	X	
Hopkins, MN	X	34,000	40,068	—	—	31,304	34,319	31,304	33,593	22,264	27,530	21,064	26,330	3	40	Y	12/1½	—	10-25	12/UNL	20%	—	FURN	—	
Huntington, IN	29	18,648	—	16,329	—	—	—	15,711	—	15,070	—	15,070	—	—	40	N	5/1	X	5-25	X	—	2½/4½	\$595	—	
*Imperial Beach, CA	14	27,420	33,420	—	—	22,884	27,840	20,772	25,224	18,675	22,668	18,116	22,008	4	40	Y	12/2	—	10-20	10/125	50%	—	VAR	—	
Independence, KS	18	20,259	28,641	16,660	23,566	14,372	19,364	—	—	14,372	19,364	11,835	17,576	5	40	Y	8/2	—	10-20	12/180	25%	—	—	—	
Indiana, PA	21	27,095	—	—	—	—	—	22,787	—	—	—	18,630	20,790	1	40	Y	11/2	3	14-42	18/180	—	.50	100%	\$75	—
Ironton, OH	16	—	20,456	—	17,857	—	—	—	17,257	—	—	15,757	16,657	2½	40	Y	9½/2½	2	10-29	15/UNL	90d	—	\$500	—	
Jacksonville, IL	29	28,588	—	24,609	24,845	23,329	23,565	22,011	22,247	22,011	22,247	16,124	20,941	5	40	Y	11/1	—	5-15	10/X	—	—/\$2.50d	\$400P	\$200	
*Jacksonville Beach, FL	32	21,403	29,931	—	—	15,933	22,318	14,498	20,238	PtIm	PtIm	13,146	18,387	X	40	Y	8/1½	—	12-21	12/UNL	—	—	—	100%	
Jeannette, PA	17	21,806	26,168	20,442	24,513	19,139	22,967	18,911	22,694	—	—	18,570	22,284	20	40	Y	13/2	2	10-30	(UNL)	—	.40	\$375	X	
*Jeffersonstown, KY	29	26,500	—	—	—	—	—	21,018	—	18,447	—	17,828	18,447	3	40	Y	7/1	—	5-20	12/120	—	—	—	\$325	—
Jeffersonville, IN	42	21,526	—	18,22	—	17,476	—	17,112	—	Rank	—	16,241	16,481	1	40	—	13/\$40	—	18	—	—	—	—	\$750	—
*Jennings, LA	30	—	18,436	—	—	—	14,601	—	13,811	—	Rank	10,836	12,251	1	42	N	8/1	—	10-20	UNL	—	—	—	\$200	—
*Johnson City, NY	36	—	28,518	—	20,268	—	18,588	—	17,649	Rank	—	14,632	16,510	2	40	Y	—	3	20-30	12/300	66½%	Y	\$305	—	
*Juneau, AL	20	47,196	56,484	41,076	48,912	38,292	45,648	33,264	39,732	—	—	28,872	34,476	5	40	Y	11/X	—	15-30	60/X	—	\$4.50/\$9	\$275	X	
*Justice, IL	17	25,000	—	—	—	—	—	22,500	—	—	—	16,600	19,800	5	40	Y	9/2½	X	10-20	12/120	—	—	—	\$300	—
*Kenmore, NY	X	—	30,282	—	26,657	—	24,189	—	—	—	22,279	16,573	20,571	2	40	Y	12/1	6	10-25	14/200	X	.25	100%	\$350	
Lake Station, IN	20	—	23,485	—	—	—	22,814	—	22,231	—	21,367	17,957	20,504	3	44	Y	8/1	2	5-25	—	—	—	—	\$450	—
Lansdale, PA	X	—	33,229	—	—	—	—	—	27,274	—	27,489	18,077	24,911	3	40	Y	12/1½	5	5-30	UNL	—	.25	\$250P	—	
Lansdowne, PA	X	—	33,000	—	—	—	—	—	24,207	—	—	14,000	22,007	2	40	Y	13/X	2	12-30	30/150	—	10%	100%	100%	—
*LaPorte, IN	X	19,599	21,387	18,111	19,899	—	—	16,427	18,215	—	—	14,900	16,688	18	40	N	6/1	—	7-31	X	\$450	100%	X	—	
*Las Vegas, NM	31	17,676	31,272	18,636	19,356	17,232	18,036	14,736	16,848	13,632	16,572	12,120	15,432	3	40	Y	12/1	1	12-18	UNL	—	\$1/\$1.50	\$300	—	
Latrobe, PA	14	—	25,885	—	—	—	16,574	—	—	—	—	14,902	15,643	1	40	Y	9/1½	X	5-25	30/120	\$15d	—	100%	—	
*Laurel, MD	28	35,000	—	23,000	32,000	20,900	29,500	19,000	26,000	17,200	24,000	16,500	—	—	42	Y	9/1	3	10-20	12/60	—	—	FULL	Pd.	
Lewistown, PA	16	—	23,421	—	—	—	—	16,168	17,565	16,168	17,565	12,965	15,553	2	42	Y	12/1½	1	6-24	12/120	X	X	\$200	100%	
*Lexington, NC	51	24,564	28,433	19,240	22,276	15,828	18,324	14,352	16,619	—	—	11,814	15,080	4	40	Y	10/1	—	12-18	12/260	25%	—	—	\$300	X
Liberal, KS	26	26,597	35,493	21,521	28,687	—	—	17,320	23,003	16,107	21,543	15,208	21,543	9	40	Y	9/2	—	12-18	12/90	—	—	—	\$250	—
*Libertyville, IL	29	33,000	—	—	—	24,768	28,752	23,544	27,408	—	—	18,936	24,888	4½	40	Y	8/1	3	10-25	12/90	—	—	ALL	—	
*Lincolnwood, IL	30	—	40,908	—	—	26,647	36,203	23,251	32,113	23,851	32,713	14,250	27,889	5	40	Y	8/1	—	10-25	UNL	—	—	—	\$400	—
Lock Haven, PA	13	—	21,000	—	—	—	17,253	—	16,979	—	16,676	16,440	16,576	1	40	Y	10/X	3	12-21	12/200	—	—	—	\$250	\$156
Logansport, IN	34	15,748	16,918	—	16,029	—	15,583	14,846	15,054	—	15,054	13,900	14,550	1	42	Y	6/1	—	14-42	UNL	—	—	—	\$500	—
Lower Burrell, PA	13	—	—	—	—	—	—	21,068	—	21,453	—	15,300	20,342	4	40	N	10/1	X	10-25	15/125	X	—	—	\$300	X
*Lumberton, NC	41	20,733	26,461	18,806	24,000	16,245	20,733	15,471	19,746	14,032	17,910	11,544	19,746	7	42	Y	8/1	—	12-15	12/N	—	—	—	\$275	—
*Lynbrook, NY	X	40,200	—	—	—	32,640	—	29,552	—	—	—	14,827	25,544	5	40	Y	12/1½	5	20-27	UNL	—	1.05	X	\$350	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL					LEGAL						
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
Y 100%	UNL X	UNL X	50% 100%	— —(\$600.)—	\$500 —	— 100%	— 100%	— X	60% (2-2½%y)	65% —	— 18/25	X 65	X X	—/66½% X	—/40% X	X	X	N	—	—	—	—	—	—	X	N	N	N	Y	N
100% Y	120 X	\$250,000 X	100% —	— —	— —	100% —	\$1D —	— 50%	50% 60%	50% 70%	50% X	55/25 —/20	12 X X	—/50% X	10/30% X	—	—	Y	—	—	—	—	—	\$20,000	X	X	Y	Y	Y	
100% 70%	365 UNL	\$1 MILL. \$250,000	— —	— —	— —	\$35 —	100% —	60% 50%	75% 60%	75% 70%	75% 70%	55/25 50/20	10 12	70 65	—/50% —/50%	5/25% 12/50%	—	—	Y	—	\$30	\$50	—	\$30,000	N	X	N	Y	N	
100%	365	\$20,000	—	—	—	—	80%	VAR	VAR	VAR	VAR	55/5	5 65	—/VAR	5/VAR	VAR	VAR	N	—	—	—	—	—	\$10,000	N	N	N	N	Y	
100% 80%	365 VAR	X VAR	100% 100%	50% —	X \$500	100% 80%	\$1D 80%	50% 50%	50% 60%	50% 70%	50% 80%	55/25 55/10	12 10	65 —	12/50% —/80%	12/50% 10/2½%y	50% —(50% of Pension)	50% —	Y	X	X	X	X	\$25,000	Y	N	Y	Y	Y	
100%	365	100%	—	—	—	—	—	50%	60%	70%	74%	41/20	20 —	—/VAR	—/VAR	30%	30%	N	—	—	—	—	—	\$10,000	X	X	X	N	N	
100%	UNL	100%	—	—	—	—	100%	50%	60%	70%	75%	55/20	20 65	—/50%	X	50%	50%	Y	—	—	—	—	—	—	Y	N	Y	N	N	
100%	120	VAR	—	—	—	—	—	—	—	—	—	60/10	10 —	1/100%	1/100%	—	—	Y	—	—	—	—	—	X	N	X	N	N	Y	
100%	365	100%	100%	100%	\$1,500	—	100%	—	50%	50%	50%	55/25	— 65	—/100%	—/66%	25%	25%	Y	75%	—	—	—	—	\$20,000	N	N	Y	Y	Y	
100%	100%	\$250,000	—	—	—	—	80%	40%	60%	72%	72%	48/25	25 65	5/VAR	5/VAR	—	—	N	—	—	—	—	—	—	N	X	Y	Y	Y	
100%	365	100%	—	—	—	—	—	50%	60%	70%	75%	50/20	10 65	1/65%	10/50%	65%	50%	N	—	—	—	—	—	—	N	X	N	Y	Y	
100%	365	\$1 MILL.	100%	50%	—	—	100%	40%	50%	60%	60%	55/10	15 60	—/50%	10/2½%y	X	2½%y	Y	—	—	—	—	—	\$15,000	N	X	Y	N	N	
100%	X	X	100%	—	—	100%	X	50%	50%	50%	50%	—/20	X 65	X/50%	X/50%	50%	50%	N	—	X	X	X	X	\$15,000	X	X	Y	Y	Y	
100%	365	80%	—	—	—	—	80%	—	—	—	—	—	—	—	—	—	—	Y	—	—	\$648	\$1,000	\$1,000	\$20,000	Y	N	Y	N	Y	
90%	X	X	—	—	—	—	—	50%L	60%L	70%L	72%L	VAR	— 62	—/50%	—/50%	—	—	N	—	—	—	—	—	\$10,000	Y	Y	N	N	Y	
50%	UNL	\$200,000	—	—	—	—	—	66½%	75%	80%	80%	55/20	10 —	5/30%	5/30%	40-60%	40-60%	N	—	X	X	X	—	—	Y	Y	Y	N	N	
100%	X	X	50%	—	X	—	Y	—	—	X	X	X/25	10 70	X	X	X	X	Y	—	\$250	1425	—	\$20,000	X	X	Y	Y	Y		
90%	X	None	100%	70%	\$1,500	80%	100%	45%	58%	70%	70%	50/5	5 —	—/40%	5/40%	40%	5%+	Y	—	X	X	X	\$5,000	X	X	Y	N	N		
100%	—	\$1 MILL.	—	—	—	—	80%	40%	50%	70%	75%	50/20	10 —	X/65%	X/50%	X	X	N	—	—	—	—	—	\$10,000	N	N	Y	Y	Y	
100%	X	100%	100%	—	—	—	100%	50%	50%	60%	70%	39/20	10 62	—/75%	10/25%	50%	25%	Y	—	—	—	—	—	—	N	—	Y	Y	N	
100%	365	X	100%	—	\$1,000	—	—	50%	60%	70%	74%	41/20	— 65	—	—	—	—	N	—	—	—	—	—	\$10,000	Y	N	N	N	N	
100%	X	\$50,000	100%	—	X	—	100%	—	50%	50%	50%	50/25	12 —	X	X	X	X	N	—	\$150	\$300	—	\$22,000	N	X	Y	Y	N		
100%	365	100%	100%	100%	\$2,000	100%	100%	—	50%	50%	50%	50/25	14 —	X	X	25%	X	N	—	\$500	\$1,000	\$1,250	\$25,000	Y	X	Y	Y	N		
100%	X	X	—	—	—	—	—	50%	60%	70%	74%	—/20	— —	—	—	—	—	N	—	—	—	—	—	\$5,000	X	X	X	X	X	
80%	365	\$250,000	—	—	—	—	80%	—	50%	X	X	65/25	— —	5/X	5/X	X	X	Y	—	—	—	—	—	\$10,000	N	X	N	N	N	
100%	X	\$10,000	100%	X	\$750	Y	—	—	50%	X	X	55/25	10 —	10/50%	X	X	X	Y	75%	X	X	X	X	\$15,000	N	X	Y	Y	N	
100%	365	UNL	—	100%	—	—	—	47%	50%	50%	50%	41/20	X —	—/70%	—/40%	X	X	Y	—	—	—	—	—	\$16,500	N	N	N	N	Y	
100%	X	X	X	X	X	30%	98%	—	50%	X	X	55/25	X —	4/100%	4/100%	X	X	N	—	X	X	X	X	\$20,000	N	N	Y	N	N	
100%	X	Y	X	X	X	X	X	X	X	X	X	X	5 65	X	X	X	X	Y	X	X	X	X	X	X	N	N	N	X	N	
100%	UNL	UNL	100%	100%	100%	—	80%	40%	50%	60%	70%	55/25	5 —	—	—	—	—	Y	X	—	—	—	—	1xSAL	N	N	N	N	N	
80%	70	\$100,000	—	—	—	—	80%	50%	60%	70%	75%	50/20	10 —	—/65%	—/50%	50%	50%	N	—	—	—	—	—	\$20,000	N	N	N	N	Y	
100%	365	\$250,000	—	—	—	—	—	50%	60%	70%	75%	58/20	— —	—/65%	—/50%	100%	100%	N	—	—	—	—	—	\$2,000	N	X	Y	N	N	
100%	365	\$250,000	—	—	—	—	—	45%	50%	—	—	50/20	— 65	X	X	X	X	N	—	—	—	—	—	\$15,000	Y	Y	Y	Y	N	
99%	120	UNL	—	—	—	—	—	50%	60%	70%	74%	41/20	20 65	1/50%	1/50%	30%	30%	N	—	—	—	—	—	\$2,000	N	N	N	Y	N	
Y	X	X	Y	X	X	X	Y	50%	X	X	X	50/20	15 65	X	X	X	X	N	—	X	X	X	X	\$20,000	X	X	Y	Y	Y	
100%	—	—	—	—	—	80%	80%	X	X	X	X	50/15	15 65	1/100%	5/100%	X	X	Y	—	5%	5%	5%	\$10,000	N	N	N	N	Y		
Y	365	\$25,000	—	—	—	—	99%	50%	—	—	—	41/20	10 62	—/75%	X	X	X	Y	X	—	—	—	—	\$5,000	Y	X	Y	Y	N	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays	Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 10,000 to 25,000 (Continued)																									
Lyndhurst, OH	29	—	31,453	—	28,263	—	25,528	—	23,703	—	22,481	17,061	21,881	2	40	Y	10/1	—	10-25	15/None	—	—	\$400	—	
*Lyons, IL	X	28,762	30,487	—	—	26,200	27,772	24,856	26,347	—	—	20,715	23,514	2	40	Y	9/2	14	14-35	4/42	—	—	\$300	—	
*Mamaroneck, NY	46	—	40,400	—	—	—	31,681	—	28,810	—	26,721	18,244	25,942	4	40	Y	12/1	5	12-22	UNL	—	—	\$300	—	
*Manassas, VA	33	23,982	33,779	21,757	30,638	—	—	17,909	25,189	16,245	22,838	14,747	20,717	10	40	Y	11/1	1	10-20	12/90	3%	—	—	—	—
*Maplewood, NJ	49	—	32,094	—	26,947	—	24,902	22,858	—	20,810	17,049	20,810	—	5	40	Y	12/1	—	10-22	90/X	—	—	\$325	—	
Marietta, OH	28	—	23,000	—	21,320	—	—	—	20,176	—	—	14,352	17,888	5	40	Y	10/1	—	10-25	15/UNL	50%	—	—	\$350	—
Marinette, WI	23	—	25,239	—	22,880	—	23,208	—	20,186	—	—	17,064	18,960	3	40	Y	9/1	2	7-25	24/90	—	.05/.10	\$225	—	
Marshfield, WI	35	23,773	28,970	—	—	19,063	23,287	17,654	21,567	20,147	20,147	16,115	19,265	3	40	Y	10/1½	X	5-25	12/90	X	.25/.35	\$325	X	
*Martinsburg, WV	26	—	20,904	—	18,289	—	17,475	—	16,740	—	—	12,860	15,392	15	40	Y	11/X	3	15-20	12/90	X	—	\$200	—	
Martinsville, IN	13	—	16,480	—	14,930	—	14,420	—	—	—	14,730	13,404	13,904	1	40	N	5/1	2	14-20	90/None	—	—	\$600	\$175	
Maryville, TN	24	26,647	39,376	—	—	19,886	29,348	14,842	21,922	14,842	21,922	13,455	19,886	9	40	Y	8/1½	12	10-25	90	—	—	\$350	—	
*Massena, NY	21	—	26,458	—	—	—	17,031	19,820	18,312	21,200	14,761	17,061	—	6	40	N	12/1	—	10-25	12/200	—	—	FURN	FURN	
Maumee, OH	29	24,840	29,710	—	—	22,680	27,215	20,770	25,100	19,000	22,950	19,000	22,950	6	40	Y	11½/X	3	10-30	15/225	120d	.30	FULL	—	
*Maysville, KY	21	—	20,790	16,951	19,172	15,926	18,333	14,371	16,820	15,053	16,888	11,024	15,620	20	40	Y	—	—	5-25	18/120	—	—	FURN	—	
*Maywood, CA	23	—	37,800	—	—	—	33,756	—	29,580	—	26,182	20,520	24,936	2½	40	Y	12/2	3	11-21	12/90	50%	—	\$200	—	
Meadville, PA	25	25,500	—	—	—	22,136	—	19,370	—	19,694	—	15,083	18,790	6	40	Y	9/1	2	10-22	10/121	—	—	\$250	—	
Melvindale, MI	23	—	33,522	—	—	—	27,779	—	24,314	—	24,368	17,368	23,422	5	40	Y	11/1	3	5-27	12/164	—	—	\$300	—	
Metuchen, NJ	27	34,864	34,864	—	—	30,725	30,725	27,302	27,302	21,338	25,741	18,992	24,929	3	37	Y	14/1½	—	14-35	15/X	20%	—	\$150	\$575	
*Middlesboro, KY	20	17,846	23,462	11,169	14,664	10,899	14,289	—	—	—	—	9,401	12,334	—	40	Y	6/1½	12	12	12/36	Excess	.10	\$300	—	
Middlesex, NJ	X	—	28,591	—	27,938	—	26,237	—	24,542	—	—	16,960	22,813	5	40	Y	12/1	1	5-32	UNL	—	—	—	(\$850)	
Middletown, PA	15	21,500	25,000	—	—	—	—	13,800	20,400	13,800	20,400	12,900	18,800	11	40	Y	10/2¼	1	10	12/90	—	Y	—	—	
Middletown, NY	48	25,000	34,000	—	—	23,866	—	21,955	—	16,044	19,459	16,044	19,459	4	40	Y	12/1	3	10-20	12/X	—	—	\$250	\$300	
*Middletown, RI	30	—	23,346	—	—	—	18,746	—	17,435	—	17,435	12,789	15,647	3	37½	Y	10/1½	1	10-28	25/120	\$500	—	\$470	—	
*Millbrae, CA	25	38,500	49,536	—	—	30,720	38,400	24,228	29,520	26,580	26,580	20,640	25,080	5	40	Y	12/1½	3	12-23	12/200	25%	—	\$400	—	
Mitchell, SD	23	—	22,585	—	18,410	—	—	—	15,789	—	16,243	13,000	15,299	3	40	Y	9½/1½	—	15-40	12/UNL	25%	\$3d	\$150	X	
*Moberly, MO	34	23,483	—	15,995	21,424	15,995	21,424	13,728	18,574	13,041	16,827	10,587	14,435	2	40	Y	8/1	—	10-20	12/90	—	—	\$300	—	
*Monmouth, IL	19	22,366	—	17,454	18,210	16,968	17,730	15,282	17,166	13,776	18,210	13,776	16,290	15	40	Y	9/2	3	6-24	12/120	—	—	—	\$200	
Morton Grove, IL	44	—	39,023	—	35,129	—	32,203	—	29,501	—	26,193	19,141	25,918	4	40	Y	8/1½	1	12-24	6/6	—	—	\$375	—	
*Moscow, ID	22	23,232	30,576	21,480	28,272	—	—	18,360	24,156	15,520	19,092	15,520	19,092	8	40	Y	11/1½	X	12-27	12/NA	—	—	\$275	\$150	
Moses Lake, WA	17	28,104	32,532	—	—	—	—	20,952	26,196	—	—	18,036	23,448	1	40	Y	10/1	1	12-21	12/X	—	—	—	\$120	
*Mountain Brook, AL	47	26,811	32,656	—	—	22,131	26,811	19,052	23,171	19,052	23,171	16,536	20,009	4	40	Y	12/1	X	12-24	12/60	50%	—	FURN	—	
*Mt. Clemens, MI	33	—	33,958	—	33,019	—	29,481	—	27,087	—	—	18,500	24,110	2	40	Y	12/1	3	12-30	(170)	—	5%/10%	\$450	—	
*Mundelein, IL	27	—	31,800	—	—	—	29,520	26,085	27,705	PtIm	PtIm	17,095	23,875	5	40	Y	10½/X	X	10-25	12/120	—	—	\$200	\$75	
Munster, IN	28	—	31,848	—	—	—	26,792	—	24,807	—	22,147	16,588	22,147	3	40	Y	10/1	—	5-25	X/130	—	—	\$250	—	
*Muscatine, IA	32	24,595	30,731	19,267	24,084	18,837	21,764	17,696	20,580	16,533	19,375	16,533	19,375	3	40	Y	10/1	12	5-25	15/130	40%	.15/.20	\$300	\$75	
*Muskegon Heights, MI	23	—	30,102	23,905	24,905	22,823	23,677	21,741	22,554	20,748	21,350	20,398	21,000	3	40	Y	12/2½	X	15-25	12/180	6d/y	—	\$350	X	
*Naples, FL	58	29,163	39,371	22,756	30,721	19,291	25,078	18,589	22,493	—	+12%	15,049	19,864	VAR	41¼	Y	9/1	1	14-28	12/UNL	1wkL	—	\$375P	—	
*Narragansett, RI	27	—	26,500	—	21,201	—	19,632	—	18,606	—	17,473	15,059	17,473	1	38½	Y	11/1½	3	12-28	18/180	Excess	—	\$300	\$150	
*Nederland, TX	19	32,000	—	22,700	—	19,650	—	19,650	—	22,700	—	19,650	—	—	40	N	11	—	10-25	(60)	—	—	—	—	
*Newark, NY	18	22,994	23,794	21,308	22,108	—	—	17,378	18,178	—	—	13,812	16,149	2	40	Y	11/1½	2	10-25	12/195	X	Y	100%	100%	
Newburgh, NY	63	32,484	—	26,302	—	23,733	—	22,233	—	20,949	21,334	16,988	20,092	5	40	Y	13/2½	2	10-30	15/UNL	40%	—	\$325	—	

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL								
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
100%	120	\$250,000	100%	60%	—	—	—	—	60%	67½%	72%	48/25	—	—	—/72%	5/10 60%	X	X	N	—	—	—	—	—	N	N	Y	N	N	
Y	UNK	\$1 MILL.	—	—	—	—	—	50%	60%	70%	75%	50/20	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
100%	365	80%	33%	—	\$1,000	—	98%	50%	50%	50%	50%	41/20	X	X	10/75%	X	X	X	X	Y	—	X	X	\$25,000	X	X	X	X	X	
50%	—	—	25%	—	—	—	—	X	X	X	X	X	X	X	X	X	X	X	Y	—	5%	10%	—	—	N	N	N	N	N	
100%	365	X	—	—	—	—	—	—	60%	65%	—	—/25	10	65	5/66½%	5/40%	X	X	N	—	—	—	—	—	N	N	N	Y	N	
100%	180	100%	—	—	—	—	—	50%	60%	67½%	72%	52/25	15	—	—/72%	5/60%	75%	—	N	—	—	—	—	\$5,000	N	N	Y	N	Y	
X	X	X	X	X	X	X	X	X	X	X	X	55/25	X	X	X	X	X	X	X	X	\$180	X	X	X	X	X	X	N	Y	Y
85%	X	X	—	—	—	Y	Y	X	X	X	X	55/X	X	—	X	X	X	X	Y	X	X	X	X	\$5,000	X	X	N	Y	Y	
65%	365	100%	X	X	X	X	X	60%	65%	—	—	50/20	—	65	1/60%	5/60%	30%	X	N	—	X	X	X	X	X	N	N	Y	Y	
100%	90	\$100,000	100%	X	\$1,000	—	—	50%	55%	60%	65%	55/20	X	60	1/50%	1/50%	35%	35%	N	—	—	—	—	\$10,000	N	N	N	N	Y	
100%	X	\$250,000	—	—	—	—	—	40%	50%	60%	75%	55/25	10	—	10/70%	10/60%	—	—	Y	—	—	—	—	\$12,000	N	N	N	N	N	
100%	UNL	X	—	—	—	1%	80%	40%	50%	60%	70%	—/25	10	65	X	X	X	X	Y	X	—	—	—	—	N	X	Y	Y	Y	
100%	X	X	—	—	—	—	—	X	X	X	X	X	X	70	X	X	X	X	N	—	\$400	\$800	—	\$7,500	X	X	Y	Y	Y	
Y	X	X	—	—	—	—	—	50%	60%	70%	80%	52/20	5	65	1/50%	X/50%	66½%	66½%	N	—	X	X	X	—	N	N	N	N	Y	
100%	365	\$250,000	—	—	—	—	—	40%	50%	60%	75%	55/5	5	65	—/50%	5/33%	75%	50%	N	—	\$623	\$1,246	—	\$7,000	N	N	Y	N	N	
100%	365	\$25,000	100%	—	—	—	\$45	50%	52½%	—	—	50/20	—	55	1/100%	5/12½%	50%	25%	N	—	—(\$40 per Credit)	—	—	\$25,000	Y	Y	Y	Y	Y	
Y	365	X	—	—	—	—	100%	—	—	—	—	55/25	X	—	X	X	—	—	N	—	—	—	—	\$35,000	N	X	Y	Y	Y	
100%	365	UNL	50%	X	None	—	—	40%	60%	65%	65%	55/25	10	65	—/66%	—/40%	X	X	N	—	\$1,200	\$2,400	2,400	1½xSAL	N	Y	N	Y	N	
Y	X	X	—	—	—	—	—	50%	62½%	75%	75%	X	10	—	X	X	50%	50%	N	—	—	—	—	—	X	X	Y	N	Y	
100%	365	80%	100%	—	—	—	—	50%	60%	65%	65%	—/25	10	65	1/66½%	X/40%	350%	150%	N	—	—	—	—	\$10,000	Y	Y	N	Y	N	
100%	170	\$500,000	—	—	—	—	100%	50%	50%	50%	50%	55/20	—	—	—/50%	5/50%	—	—	Y	25%	—	—	—	\$50,000	N	X	Y	Y	N	
100%	365	\$1 MILL.	X	—	X	X	\$1D	50%	50%	60%	75%	X	10	62	X/75%	10/X	—	—	Y	X	X	X	X	X	N	N	Y	Y	Y	
100%	120	80%	100%	100%	\$800	—	—	50%	62½%	75%	87½%	41/20	10	59	X	X	66½%	X	Y	X	\$2,000	\$3,000	\$3,500	—	X	X	N	Y	N	
100%	Full	None	80%	—	—	—	100%	—	50%	68%	75%	50/20	5	60	5/100%	5/100%	5/100%	5/100%	N	—	\$156	\$185	—	1½xSAL	N	N	Y	Y	N	
X	X	X	—	—	X	—	—	40%	50%	60%	70%	55/5	X	65	3/50%	X	X	X	Y	X	—	—	—	X	X	X	N	Y	N	
100%	365	\$250,000	—	—	—	—	80%	X	X	X	X	55/5	5	—	X	X	X	X	Y	—	—	—	—	\$5,000	Y	X	N	N	Y	
100%	X	X	—	—	X	—	—	50%	60%	70%	75%	50/20	10	—	—/65%	10/65%	50%	50%	N	—	3%	6%	7½%	\$2,000	N	N	Y	N	Y	
100%	ALL	None	—	—	—	—	—	50%	60%	70%	75%	50/20	10	—	10/60%	10/60%	50%	50%	L	N	—	—	—	1xSAL	N	N	Y	N	N	
100%	X	\$250,000	—	—	—	—	—	—	42½%	60%	70%	55/25	5	60	10/70%	10/70%	70%	70%	Y	—	—(Reimbursed)	—	—	1xSAL	N	N	N	N	N	
100%	X	UNL	90%	80%	\$1,500	80%	100%	40%	50%	60%	60%	50/20	1	—	—/50%	—	50-60%	—	Y	—	—	—	—	\$10,000	N	X	Y	N	N	
100%	365	\$1 MILL.	—	—	—	—	80%	—	—	60%	70%	—/30	15	70	—/60%	—/60%	—	—	Y	—	5%	10%	—	\$10,000	N	—	Y	N	N	
Y	—	Y	80%	—	—	—	Y	X	62½%	67½%	72½%	50/10	10	—	X	X	X	X	X	X	X	X	X	X	N	N	Y	Y	Y	
100%	VAR	VAR	—	—	—	—	—	50%	60%	75%	75%	50/20	10	62	—/65%	—/50%	50%	50%	Y	—	—	—	—	\$5,000	N	N	Y	N	N	
85%	180	\$250,000	80%	X	50%	—	80%	50%	60%	70%	74%	55/20	—	65	—/50%	—/50%	30%	30%	N	—	—	—	—	\$20,000	N	N	N	N	Y	
100%	X	X	100%	—	—	—	—	50%	X	X	X	55/20	15	65	5/X	X	X	X	N	—	X	X	X	\$15,000	X	X	Y	Y	Y	
100%	X	X	—	—	—	—	\$2D	—	50%	60%	65%	55/25	10	65	X	10/X	—	—	N	—	\$250	\$250	—	\$10,000	X	X	N	Y	Y	
100%	31	\$250,000	—	—	—	—	80%	40%	50%	60%	60%	55/5	5	70	—/2%y	—/2%y	VAR	VAR	Y	—	\$30	\$80	\$80	\$15,000	Y	X	N	Y	N	
100%	UNL	UNL	100%	—	—	—	80%	—	—	—	—	NA	NA	NA	—/100%	—/50%	100%	50%	Y	—	\$2,000	\$2,500	\$3,500	\$10,000	N	X	N	Y	N	
100%	X	\$1 MILL.	—	—	—	—	X	20%	—20%	20%	20%	50/25	20	65	X	X	X	X	Y	X	.25hr	—	—	1½xSAL	N	N	N	N	N	
100%	X	\$1 MILL.	—	—	—	—	\$2D	—	50%	+ 1/60y	—	—/25	10	70	X	X	X	X	Y	—	—	—	—	\$20,000	Y	X	Y	Y	Y	
100%	365	\$1 MILL.	—	—	—	—	—	50%	58½%	67%	75½%	—/20	10	65	—/75%	10/75%	—	—	Y	—	—	—	—	\$30,000	N	N	Y	Y	Y	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 10,000 to 25,000 (Continued)																									
Newburyport, MA	32	32,731	—	—	—	24,180	—	19,310	—	14,249	—	12,954	16,795	1½	40	Y	11/1	2	10-20	18/X	50%	\$2	\$325	—	
New Castle, IN	X	—	15,701	—	13,872	—	13,657	—	—	—	13,872	12,452	13,011	1	48	N	11/1½	—	12-24	30/—	—	—	\$600	—	
*Newport, KY	39	—	22,500	17,807	—	11,130	—	10,566	—	—	9,999	—	—	—	40	Y	—	—	21	90/—	—	.10/.10	\$300	—	
*Newton, IA	27	26,612	28,475	24,422	26,132	22,289	23,849	20,325	21,748	—	—	14,664	18,960	18	40	Y	10/2	—	5-20	24/24	—	—	\$250	—	
*Niles, MI	X	—	27,896	—	25,518	—	—	—	22,951	—	22,951	—	21,247	2	40	Y	11/2	2	5-25	15/145	50%	—	\$250	—	
Noblesville, IN	19	—	19,260	—	16,715	—	16,273	—	15,329	—	15,329	13,377	15,077	5	40	N	—	10	20	45/45	—	—	\$600	—	
*North Augusta, SC	34	23,009	32,638	19,961	28,315	17,765	25,200	15,811	22,428	15,811	22,428	14,916	21,158	5½	40	N	9/1	X	10-20	12/60	—	—	X	\$120	
North College Hill, OH	13	24,050	27,092	—	—	—	—	—	21,346	22,841	20,826	21,840	16,458	21,086	3	40	Y	9/1	—	5-25	15/UNL	180d	—	\$400	—
*Northlake, IL	24	—	—	—	—	—	25,774	—	24,201	—	22,625	—	22,625	3	40	Y	8/2	1	10-20	12/90	—	—	\$250	\$250	
North Ridgeville, OH	24	—	25,000	—	22,150	—	21,200	—	20,250	—	—	17,800	19,300	3	40	Y	13/1½	1	10-16	18/UNL	80%	—	\$425	—	
Norwalk, OH	20	—	22,802	—	20,748	—	—	—	20,124	—	20,124	16,510	19,474	1	40	Y	9/1	5	10-25	15/—	—	—	\$250	—	
*Oakland Park, FL	78	32,426	41,385	24,197	30,882	23,607	30,129	21,412	27,328	19,421	24,787	18,496	23,607	X	40	Y	13/1	2	13-29	13/X	25+%	—	\$300	—	
Oil City, PA	21	—	22,704	—	19,793	—	19,314	—	18,625	—	19,793	17,074	17,775	5	40	Y	8/1½	2	10-25	9/135	—	Y	100%	\$10	
*Okmulgee, OK	28	23,572	24,172	15,388	15,988	14,404	15,004	13,852	14,452	15,304	16,288	12,772	13,372	1	40	Y	11/1½	3	10-25	(60)	—	—	FURN	100%	
*Olean, NY	37	—	26,296	—	20,710	—	19,665	—	18,610	—	—	13,831	16,533	4	40	Y	12/1	1	10-25	15/185	95%	\$100	\$187	—	
Oneida, NY	23	—	28,242	—	20,781	—	19,582	—	18,383	—	17,434	16,184	17,184	4	40	Y	10/1	1½	10-20	UNL	—	—	\$250	\$75	
Oneonta, NY	24	26,500	—	—	—	17,577	—	16,876	—	15,644	—	13,144	15,163	4	40	Y	11/1	3	10-25	13/180	—	Y	FURN	FURN	
*Orange, TX	41	28,142	40,290	—	24,523	—	—	—	22,298	—	—	16,536	20,675	2	40	Y	8/1½	3	15	15/X	X	N	X	\$300	
Oregon, OH	39	34,000	37,600	—	—	28,800	31,500	25,600	28,000	23,600	25,400	23,800	25,400	5	40	Y	11½/1	—	10-25	15/UNL	50%	—	\$360	—	
*Oskaloosa, IA	16	21,390	25,282	16,759	19,808	—	—	15,201	17,967	14,477	17,111	13,788	16,296	6	40	Y	10/1	—	5-20	12/120	—	—	\$300	—	
Ottawa, KS	27	—	27,000	—	—	18,331	23,399	15,836	21,215	15,836	21,215	14,311	18,331	5	40	Y	10/2	—	12-19½	12/120	—	—	\$400	—	
*Overland, MO	X	—	30,876	19,692	23,460	19,200	22,848	19,116	22,272	17,220	20,556	17,220	20,556	4	40	Y	7/X	—	5-20	X	—	—	FURN	100%	
Owatonna, MN	20	—	30,880	—	26,780	—	—	24,284	25,714	—	25,714	13,800	23,796	4	40	Y	11/1½	—	10-25	12/75	—	—	\$300	—	
Painesville, OH	24	25,435	35,886	—	—	20,871	29,519	18,889	26,727	17,177	23,604	17,177	23,604	24	40	Y	10/1	—	10-25	15/UNL	25%	—	\$550	—	
*Palos Heights, IL	22	—	36,500	—	36,031	—	—	26,986	32,246	25,050	30,904	17,340	28,417	X	40	Y	11/1	—	10-20	12/84	—	—	\$300	—	
Parsons, KS	24	23,500	28,000	—	—	13,320	17,040	12,684	16,224	12,684	16,224	11,772	13,992	2	40	Y	8/1½	Y	5-18	12/90	—	—	\$190	\$190	
Peekskill, NY	44	35,290	38,505	—	—	—	29,060	—	26,482	—	23,954	21,022	23,054	3	40	Y	11/1	2	10-25	12/165	—	—	\$250	—	
*Pendleton, OR	22	—	27,492	—	—	—	24,396	—	22,524	—	22,524	16,464	20,028	4½	40	Y	9½/1	X	X	12/105	—	—	FURN	\$180	
*Peru, IL	22	23,646	—	—	—	17,969	—	17,197	—	—	—	16,426	—	X	40	Y	10/1½	1	5-20	UNL	—	.25	\$350	—	
		17,681	—	14,951	—	14,250	—	13,928	—	—	—	13,560	14,848	20	40	Y	6/X	9	14-35	X	X	X	\$700	X	
Phillipsburg, NJ	27	—	26,726	—	—	—	24,538	—	23,039	—	+300	16,400	22,000	4	40	Y	14/1½	—	12-26	15/UNL	60%	—	\$500P	ALL	
Phoenixville, PA	25	—	27,107	—	—	—	—	19,822	20,696	—	—	15,202	19,032	4½	40	Y	14/1	4	10-25	18/UNL	33⅓%	3%	\$250	—	
Pierre, SD	19	22,483	—	17,854	—	15,870	—	—	—	15,870	—	12,299	14,878	3	40	Y	9/1½	X	15-20	111/720	X	X	\$225	X	
Piqua, OH	25	31,000	31,000	—	—	29,152	29,152	26,196	26,196	23,749	24,071	20,804	24,234	24	40	Y	10/1½	2	10-25	15/UNL	180d	—	\$250	Full	
Pittsburg, KS	X	21,564	25,764	16,524	19,740	—	—	15,120	18,060	15,120	19,740	12,636	16,524	X	40	Y	8/1	—	10-20	12/60	—	—	\$200	100%	
*Portales, NM	17	20,186	26,576	17,257	22,709	—	—	14,184	18,664	12,124	15,955	12,124	15,955	6½	40	Y	8/2	—	10-20	12/UNL	—	—	\$150	\$180	
Port Angeles, WA	X	34,896	41,436	28,620	33,936	27,816	32,988	26,712	27,624	22,224	24,648	22,224	24,648	5	40	Y	10/1½	1	10-30	(180)	2½%	—	\$225	—	
*Port Chester, NY	X	—	42,584	—	37,031	—	32,200	—	29,401	—	25,565	16,763	24,348	4	37	Y	13/1½	5	10-20	UNL	—	—	\$450P	\$300	
Princeton, NJ	29	33,721	34,191	30,570	31,003	28,944	29,347	—	—	—	—	20,362	24,771	4	40	Y	13/1	—	12-28	—	—	—	—	—	—
Pullman, WA	X	30,144	36,300	—	—	—	—	23,112	23,688	21,864	22,392	17,604	21,288	4	40	Y	10/2	1	12-20	12/100	—	\$15/\$20	—	—	—
Randolph Twp, NJ	X	37,400	—	33,000	—	31,000	—	28,000	—	26,200	—	15,000	24,000	5	40	Y	12/1	—	10-26	15/UNL	100%	—	\$325	\$300	

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement			
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits		120 Credits	Master's Degree				Choice of Counsel	Limitation on Fee	
X	X	X	X	X	X	X	X	72%	X	X	X	55/10	X	X	X	X	X	X	X	X	X	X	X	X	Y	N	Y	Y	X	
95%	—	X	—	—	—	80%	—	50%	60%	70%	74%	41/20	X	65	—/50%	—/50%	50%	50%	N	—	—	—	—	\$5,000	Y	Y	N	Y	Y	
100%	120	\$250,000	80%	—	—	—	80%	50%	62½%	75%	75%	50/20	20	55	—/70%	10/2½%	50%	1½%	N	—	X	\$450	\$500	\$2,000	N	X	Y	N	N	
100%	X	\$250,000	100%	X	X	X	100%	—	50%	50%	50%	55/22	15	65	—/66½%	5/40%	28½%	X	N	—	—	\$40	\$40	\$40	\$5,000	N	N	Y	Y	Y
100%	X	X	100%	80%	\$1,000	—	100%	40%	50%	50%	50%	55/25	X	55	X	X	X	N	—	—	—	—	—	\$10,000	N	N	N	Y	Y	
87%	100%	100%	—	—	—	—	80%	50%	60%	70%	75%	40/20	X	65	1/50%	1/50%	25%	25%	N	—	—	—	—	\$15,000	Y	X	N	N	N	
100%	120	\$1,000	—	—	—	—	X	—	—	—	—	55/30	5	62	—/X	5/VAR	1 yr.	—	Y	X	—	—	—	—	1xSAL	N	N	N	N	N
100%	X	X	80%	60%	\$750	—	—	45%	60%	67½%	72%	48/20	5	—	5/72%	5/72%	100%	\$260m+\$60C	N	—	—	—	—	—	N	X	Y	N	Y	
100%	365	\$10,000	80%	50%	\$1,000	—	50%	50%	60%	70%	75%	50/20	20	—	—/65%	10/50%	50%	50%	N	—	\$300	\$600	—	\$8,000	Y	X	Y	N	Y	
100%	365	\$1 MILL.	—	—	—	25%	100%	X	X	X	X	X	X	X	X	X	X	X	N	—	\$30	\$50	—	\$5,000	N	X	Y	Y	Y	
100%	365	X	—	—	—	—	—	—	60%	X	72%	52/25	15	X	X	5/X	X	X	N	—	—	—	—	—	X	X	Y	N	N	
80%	—	\$1 MILL.	80%	60%	\$500	—	80%	46%	57½%	69%	—	55/20	5	—	—/50%	—/25%	50%	25%	X	X	—	—	—	\$20,000	N	X	Y	N	Y	
100%	365	UNL	100%	X	—	100%	—	50%	50%	50%+	50%+	55/25	X	70	10/50%	10/50%	50%	50%	N	—	—	—	—	\$7,500	N	N	Y	Y	Y	
100%	5	\$250,000	100%	100%	\$100	—	100%	50%	65%	75%	75%	55/20	X	70	—/50%	15/-15/20	15-20/20	50%	Y	X	\$25	X	X	1xSAL	N	N	N	N	N	
100%	X	X	—	—	—	—	100%	—	50%	58%	70%	—/25	10	70	—/75%	10/20%	X	X	Y	X	—	—	—	—	N	X	Y	Y	Y	
100%	365	\$250,000	—	—	—	—	100%	—	50%	55%	60%	—/25	10	—	10/75%	10/VAR	50%	VAR	Y	—	\$250	—	—	—	Y	Y	Y	Y	Y	
100%	UNL	X	—	—	—	—	—	—	50%	X	X	—/25	10	—	—/75%	—	X	X	Y	—	—	\$150	\$200	X	X	X	Y	Y	Y	
100%	365	X	100%	X	X	X	X	X	X	X	X	X	10	X	X	X	X	X	Y	X	X	X	X	\$10,000	N	X	Y	Y	X	
100%	120	—	—	—	—	—	100%	—	60%	67½%	72%	52/25	15	70	—/VAR	5/VAR	Option	Option	N	—	—	—	—	\$5,000	X	X	Y	Y	Y	
100%	X	X	X	—	—	—	X	22%	50%	50%	50%	55/22	15	65	—/66½%	—	50%	—	N	—	—	—	—	—	N	N	Y	N	Y	
Y	120	Y	Y	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
90%	365	Full	—	—	—	—	\$1D	50%	X	X	X	60/20	15	65	—/100%	—	75%	—	Y	—	—	—	—	\$5,000	N	N	N	N	N	
100%	X	100%	—	—	—	—	—	50%	60%	70%	87½%	55/10	10	—	—	—	—	—	N	—	—	—	—	\$10,000	X	X	Y	Y	N	
100%	365	\$250,000	—	—	—	—	—	50%	60%	67½%	72%	52/25	15	62	—/60%	5/2½%	Conditional	Conditional	N	—	—	—	—	—	N	X	Y	Y	N	
100%	365	\$2 MILL.	—	—	—	—	100%	50%	60%	70%	75%	50/20	10	—	—/65%	—/50%	50%	50%	N	—	\$300	\$300	\$300	\$25,000	N	N	Y	N	N	
Y	X	Y	Y	N	N	N	N	50%	60%	—	—	55/20	20	65	X	X	X	X	N	—	2½%	—	—	—	1xSAL	Y	N	Y	N	Y
100%	X	X	100%	X	X	—	100%	50%	X	X	X	41/20	10	—	—/75%	10/X	X	X	Y	X	X	X	X	\$10,000	N	X	Y	Y	N	
100%	X	80%	100%	X	90%	—	—	40%	50%	60%	70%	55/25	10	60	X/50%	X/50%	X	X	Y	X	\$40	\$60	—	\$10,000	N	N	N	Y	Y	
100%	30	\$250,000	—	—	—	—	—	50%	60%	70%	75%	50/20	10	65	—/65%	—/50%	50%	50%	N	—	—	—	—	\$5,000	N	X	Y	N	Y	
95%	X	X	95%	X	X	X	X	50%	60%	70%	74%	55/20	X	X	X	X	40%	40%	N	—	X	X	X	\$5,000	X	X	N	N	N	
100%	365	\$50,000	100%	X	X	X	100%	—	60%	65%	65%	43/25	5	65	—/75%	5/40%	50%	25%	N	—	X	X	X	3½xSAL	Y	Y	Y	Y	N	
100%	365	\$400,000	100%	50%	\$800	100%	100%	—	50%	—	—	50/25	—	65	—/50%	—	25%	—	N	—	X	X	—	\$40,000	Y	Y	Y	Y	N	
100%	365	\$400	—	—	—	—	—	—	—	—	—	55/10	10	65	—/50%	—/50%	40%	40%	Y	100%	—	—	—	—	\$2,000	N	N	N	N	N
100%	180	\$300,000	—	—	—	50%	100%	—	50%	72%	—	48/25	15	—	—/66%	—/2½%	100%	\$256m	N	—	—	—	—	\$7,000	N	N	Y	Y	Y	
100%	X	X	—	—	—	—	X	50%	50%	50%	X	21/20	20	—	—/50%	5/2½%	50-70%	—	N	—	—	—	—	\$4,000	N	N	N	N	Y	
50%	365	None	—	—	—	—	80%	—	50%	60%	70%	62/15	5	70	1/2%	1/2%	100%	100%	Y	—	—	—	—	\$5,000	N	N	N	N	Y	
100%	X	\$1 MILL.	100%	100%	\$2,000	100%	100%	40%	50%	60%	70%	50/5	5	—	—/50%	—/50%	50%	50%	N	—	4%	6%	6%	\$5,000	N	N	Y	Y	N	
100%	UNL	\$300,000	—	—	—	—	\$1D	50%	50%	60%	70%	41/20	10	62	—/75%	10/50%	75%	50%	Y	—	—	—	—	\$10,000	N	N	Y	Y	N	
100%	365	\$250,000	100%	100%	—	—	100%	—	60%	61%	62%	—/25	10	65	10/40%	10/40%	50%	UNK	N	—	—	—	—	—	N	N	N	Y	N	
100%	UNL	\$1 MILL.	X	—	—	X	80%	40%	50%	60%	70%	50/X	5	—	—/VAR	—	X	—	Y	X	4%	8%	10%	\$10,000	N	N	Y	Y	N	
80%	X	X	—	—	—	—	—	X	X	X	X	X	10	X	X	X	X	X	X	X	X	\$1,005	\$250	—	\$7,000	Y	X	N	Y	Y

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 10,000 to 25,000 (Continued)																									
*Rantoul, IL	21	—	32,100	25,200	28,368	24,060	25,464	21,780	23,184	21,588	22,008	17,376	21,528	5	40	Y	8/2	1	10-20	12/120	1d/y	—	\$222	\$222	
Ravenna, OH	X	—	27,892	—	—	—	22,609	—	20,488	—	—	14,580	18,553	3	40	Y	10/2½	2	10-25	15,120	X	Y	\$350	—	
Reading, OH	20	—	32,860	—	—	—	27,848	—	—	19,004	22,202	19,004	22,202	3	40	Y	10/2	—	14-28	15/UNL	180d	.10/.15	\$325	—	
*Red Bank, TN	19	18,450	24,648	—	—	14,496	19,365	12,542	16,744	12,542	16,744	10,857	14,498	—	40	Y	9/2	1	10-25	12/X	—	—	\$320	—	
Richmond, KY	X	16,760	—	—	—	—	—	12,854	—	—	—	11,606	—	—	40	Y	—	—	15	12/36	—	—	\$600	—	
*Richmond Heights, MI	28	25,641	33,264	22,869	30,492	—	—	20,790	28,413	18,711	27,027	16,632	27,027	16	40	Y	8/1	—	10-20	12/90	—	—	\$300	—	
*Riverdale, IL	20	—	34,920	24,168	26,580	22,776	25,056	21,312	23,448	—	—	X	X	15	40	Y	8/1	—	10-20	7/—	—	—	\$275	—	
*Rochester, NH	X	—	21,500	—	17,800	—	16,596	15,444	16,431	—	—	11,664	14,688	5	40	Y	10/1	2	5-15	12/90	—	—	\$200	—	
*River Forest, IL	27	—	36,750	—	—	—	30,683	—	28,114	—	Rank	16,000	25,688	4	40	Y	12/1	—	14-42	UNL	—	—	\$300	—	
*River Grove, IL	17	29,518	—	—	—	23,718	—	22,422	—	—	—	17,593	21,127	2	40	Y	7/1	—	10-20	10/X	—	—	\$300	—	
Rives Edge, NJ	X	30,296	35,000	31,378	—	28,673	—	26,723	—	Rank	—	13,500	24,910	5	40	Y	12/1½	—	12-24	UNL	—	—	\$325	—	
Rocky River, OH	31	—	31,750	—	28,282	—	26,539	—	24,573	—	23,253	17,288	22,753	2	40	Y	10/1½	—	10-20	15/135	33½%	—	FURN	\$350	
*Rolla, MO	22	26,201	26,201	—	—	17,347	20,654	14,601	17,347	12,854	15,246	12,854	15,246	5½	40	Y	8/1	1	10-20	12/90	—	—	100%	100%	
*Rolling Meadows, IL	40	32,636	39,448	26,884	34,500	25,102	32,200	23,318	29,900	20,298	26,040	19,576	26,810	5	40	Y	10/X	—	10-20	12/120	50%	—	\$250	—	
*Round Lake Beach, IL	22	—	31,500	—	—	—	—	24,377	26,832	17,825	23,296	17,825	23,296	5	40	Y	10/1½	1	10-25	12/60	60%	—	\$300	\$50	
*Rutland, VT	35	25,378	—	20,187	—	18,901	—	17,841	18,232	17,021	—	14,606	—	—	40	Y	13/2	—	X	10/120	X	—/\$5w	\$175	X	
*Saint Albans, WV	19	19,549	23,762	17,731	21,554	16,083	19,549	14,589	17,731	Rank	—	13,232	16,083	3	40	Y	13½/1½	—	6-21	15/60	—	—	\$240	\$240	
*St. Joseph, MI	19	—	29,000	—	—	—	24,800	22,500	23,500	21,420	23,240	16,000	22,120	3	40	Y	10/1	—	12-24	12/120	50%	—	100%	\$200	
*St. Matthews, KY	19	—	19,805	—	—	—	17,556	—	15,318	—	—	11,560	14,012	2	40	Y	7/1	—	8-12	12/120	—	—	—	—	
Salem, OH	X	22,000	26,000	—	—	18,307	19,884	16,657	18,157	—	—	11,343	17,329	3	40	Y	11/1	—	10-25	15/—	25%	—	\$325	—	
*Salem, VA	X	22,214	32,922	18,262	26,998	16,577	24,502	15,017	22,214	13,644	20,134	12,376	18,262	11	40	Y	11/1	—	10-25	10/130	—	—	\$360P	—	
San Fernando, CA	38	41,316	51,144	37,560	46,524	34,176	42,324	25,764	31,932	23,184	28,692	21,972	27,192	3½	40	Y	13/1½	—	10-20	X	—	—	\$170	—	
*Santa Paula, CA	27	27,492	40,332	—	—	22,776	33,408	21,516	26,244	19,752	24,132	18,504	22,620	3½	40	Y	11/2	—	12-25	12/20	50%	—\$375	—	—	
Schererville, IN	16	—	25,347	—	—	—	22,750	—	20,795	—	19,829	17,140	19,494	2	42	N	—	—	10-30	30/—	—	—	\$375	—	
*Scituate, RI	17	—	23,000	—	—	—	17,771	—	17,000	—	—	13,000	16,500	1	42	Y	14/2	2	10-25	15/180	50%	Y	\$275	\$275	
*Scottsboro, AL	26	17,655	17,655	11,814	16,744	11,274	15,974	10,774	15,246	10,774	15,246	9,818	13,894	5	42	Y	8/X	X	5-10	(90)	—	—	\$400	—	
*Seguin, TX	24	—	25,355	—	—	20,846	22,963	18,886	20,842	18,886	19,822	12,771	16,328	X	40	N	X/1	—	10-20	12/60	—	—	\$225	—	
Seymour, IN	20	16,892	—	—	—	14,606	—	14,478	—	—	—	12,500	13,554	1	40	N	—/1	X	12-18	100%	—	—	\$725	—	
Shamokin, PA	13	19,500	21,000	—	—	X	—	X	—	—	—	15,900	17,400	20	40	Y	10/2	3	5-20	15/150	\$20d	—	100%	100%	
Sharon, PA	29	—	22,918	—	21,262	—	—	—	20,278	—	20,278	12,711	19,390	3	40	Y	10/1	3	10-30	20/20	100%	.15/.20	\$250	—	
*Sheffield, AL	28	—	21,304	—	16,972	—	15,240	—	14,592	13,891	16,972	13,478	14,358	10	40	Y	8/1	—	5-20	30/—	—	.06/.12	\$150	—	
*Shelby, NC	38	X	X	17,472	22,412	15,132	19,292	13,728	17,472	Rank	—	11,804	15,132	4½	42	Y	8/1	—	12	12/X	100%	—	—	\$350	—
Shelbyville, IN	25	17,973	20,669	16,373	19,069	15,873	18,569	15,673	18,369	—	—	14,973	17,969	20	39½	Y	—	5	7-28	(120d)	—	Y	\$500	—	
*Sheridan, WY	29	24,732	33,108	22,380	30,036	21,324	28,476	18,408	14,732	16,704	22,380	16,704	22,380	6	40	Y	9/1	—	10-20	12/120	—	—	100%	100%	
*Smithfield, RI	29	—	23,800	—	19,663	—	18,540	—	17,416	—	17,416	14,170	16,293	½	37½	Y	11/1½	—	16-29	15/120	100%	—	\$350	\$300	
*South Haven, MI	14	—	—	—	—	—	21,245	—	20,745	—	—	16,065	19,245	3	40	Y	12/1½	3	14-28	12/X	50%	—	—	\$240	
South Plainfield, NJ	51	37,000	—	32,026	—	28,852	—	25,993	—	—	—	18,292	23,417	4	X	X	13/1½	—	12-29	X	X	—	—	\$500	—
*South Portland, ME	47	24,440	—	21,060	—	19,317	—	18,007	18,558	16,773	—	12,352	16,221	2	40	Y	10/1½	X	10-30	15/UNL	50%	—	\$275	—	
South Whitehall Twp, PA	20	—	30,603	—	—	—	—	—	24,224	20,574	22,233	16,262	19,747	4	40	Y	8/1½	4	12-20	(65+)	—	.18/.23	\$300P	\$125	
Sparta, NJ	23	—	35,000	—	—	—	32,120	—	27,930	16,000	25,500	15,000	24,500	5	42	Y	13/1½	2	12-22	X	25%	X	\$500	ALL	
Springdale, AR	39	—	25,000	19,747	25,765	18,367	23,965	15,900	20,745	12,806	18,045	12,806	18,045	9	40	Y	11/X	—	15-25	60/60	—	—	\$330	\$260	

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL		Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement			
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree									
100%	UNL	\$50,000	—	—	—	—	80%	50%	60%	70%	75%	50/20	10 65	—/65%	—/50%	50%	50%	N	—	—	—	—	\$15,000	Y	N	Y	N	Y				
100%	X	X	—	—	—	—	80%	—	45%	X	72%	48/25	15 68	5/VAR	X	100%	X	N	—	—	—	—	\$7,500	N	Y	Y	N	N				
100%	365	\$1 MILL.	100%	—	\$500	100%	—	—	60%	67½%	72%	48/25	15 —	—/to 72%	5/to 60%	100%	X	N	—	—	—	—	\$15,000	N	N	Y	N	N				
100%	UNL	\$100,000	—	—	—	—	—	X	X	X	X	65/5	X X	X	X	X	X	Y	—	—	—	—	\$5,000	X	X	N	N	N				
100%	X	X	—	—	—	—	—	50%	—	—	—	—/20	X —	15/50%	X	X	X	Y	X	—	—	—	\$5,000	N	X	N	N	Y				
100%	—	\$1 MILL.	100%	—	—	—	100%	40%L	50%L	60%L	60%L	51/15	15 60	—/66%	—/25-59%	25%	25%	Y	100%	\$55	\$110	—	\$5,000	Y	N	N	N	N				
90%	UNL	UNL	80%	50%	\$1,000	—	80%	50%	60%	70%	75%	50/20	10 65	—/65%	—/50%	50%	50%	N	—	—	—	—	\$10,000	N	X	Y	N	Y				
X	X	X	X	X	X	IX	X	50%	60%	70%	75%	45/20	10 —	X	X	X	X	X	X	X	X	X	X	X	X	X	N	Y	N			
100%	120	UNL	—	—	—	—	80%	50%	60%	70%	75%	50/20	10 —	—/65%	—/50%	50%	50%	N	—	\$1,000	\$1,200	\$1,400	\$11,000	N	X	Y	Y	N				
100%	120	\$1 MILL.	100%	—	—	—	—	50%	60%	70%	75%	50/20	10 —	1/65%	1/50%	—	—	N	—	(100% Job Related)	—	—	X	Y	N	Y	N	Y				
100%	X	X	—	—	—	—	—	—	60%	65%	—	—/25	15 65	(New Jersey State Plan)				N	—	\$10	\$10	\$10	None	N	N	N	Y	N				
100%	270	X	—	—	—	—	—	30%	50%	VAR	VAR	48/25	15 70	5/VAR	X/1½%	100%	VAR	N	—	—	7%	7%	\$10,000	N	N	Y	N	N				
80%	365	80%	80%	50%	\$750	—	80%	X	X	X	X	50/5	—	5/—	5/X	X	X	Y	—	—	(Up to \$500)	—	\$15,000	Y	N	N	N	Y				
100%	—	—	—	—	—	—	—	50%	60%	70%	75%	50/20	10 —	—/65%	10/50%	65%	50%	N	—	—	—	—	\$15,000	N	N	N	N	N				
100%	385	UNL	80%	50%	\$1,000	—	—	50%	60%	70%	75%	50/10	10 —	—/65%	—/50%	50%	—	N	—	—	—	—	\$10,000	N	X	Y	Y	N				
100%	365	\$1 MILL.	50%	50%	\$500	—	—	30%	37½%	45%	52½%	55/10	10 —	15/X	X	X	X	Y	X	X	X	X	\$10,000	N	N	N	Y	Y				
100%	365	X	—	—	—	—	80%	60%	65%	70%	70%	50/20	20 65	—/60%	5/60%	—	—	N	—	—	—	—	—	N	N	Y	N	N				
100%	365	X	—	—	—	—	100%	—	50%+	50%+	50%+	50/25	10 60	X/50%	X/50%	50%	50%	N	—	X	X	X	\$15,000	N	X	N	Y	N				
100%	365	100%	100%	—	—	—	—	X	X	X	X	60/10	10 65	X	X	—	—	Y	X	—	—	—	\$10,000	N	N	N	N	Y				
100%	X	—	—	—	—	—	\$20	50%	60%	67½%	72%	52/25	15 —	—/72%	—	—	—	N	—	\$10m	\$20m	—	\$10,000	X	X	Y	N	Y				
100%	70	\$1 MILL.	—	—	—	—	—	50%	58%	66%	73%	55/30	5 60	5/X	5/X	—	—	Y	X	\$500	—	—	2xSAL	X	X	N	N	N				
Y	VAR	VAR	Y	20%	VAR	N	—	50%	—	(VAR up to 75%)	—	55/20	5 65	—/50%	5/VAR	50%	VAR	N	—	—	—	—	—	N	N	Y	N	N				
100%	365	\$300,000	20%	20%	25%+	100%	—	—	50%	60%	70%	55/20	20 —	—	(50% at Age 55)	X	50-75%	\$430m	N	—	5%	—	—	—	Y	Y	Y	Y				
100%	UNL	UNL	—	—	—	X	100%	50%	60%	70%	74%	55/20	20 —	X	X	X	X	N	—	—	—	—	\$15,000	N	N	N	N	N				
100%	ALL	ALL	X	X	X	ALL	—	50%	65%	—	—	—/20	7 X	—/66%	7/25%	100%	50%	Y	—	\$200	\$3,000	\$3,500	\$25,000	Y	N	N	Y	N				
100%	UNL	\$1 MILL.	—	—	—	—	—	X	X	X	X	25/3	4 70	2/33½%	—	100%	—	Y	—	—	—	—	X	N	X	N	N	Y				
100%	—	\$500,000	—	—	—	—	80%	X	X	X	X	60/28	— 70	1/50%	10/X	100%	100%	Y	—	—	—	—	\$9,000	Y	N	N	N	Y				
50%	365	UNL	—	—	—	—	—	50%	60%	70%	74%	55/20	20 60	X/55%	X/55%	30%	30%	N	—	—	—	—	—	N	X	N	N	Y				
100%	365	\$250,000	—	—	—	50%	\$10	50%	55%	60%	65%	43/25	— 70	1/50%	10/50%	50%	50%	N	—	—	—	—	\$15,000	X	X	Y	Y	Y				
100%	X	\$100,000	—	—	—	33½%	100%	50%	50%	50%	50%	50/20	— 65	—/50%	10/25%	50%	25%	N	—	—	—	—	\$10,000	N	X	Y	Y	Y				
75%	360	UNK	75%	—	—	—	—	(40% at 55; 100% at 65)				55/15	10 65	—/60%	—	X	—	Y	—	—	—	—	\$10,000	Y	Y	Y	N	Y				
100%	365	—	—	—	—	—	25%	6%	6%	6%	6%	50/20	— 65	1/100%	5/100%	100%	100%	Y	—	5%	5%	5%	\$7,500	Y	N	N	N	Y				
Y	UNL	UNL	—	—	—	—	—	50%	60%	74%	—	41/20	20 65	—	—	—	70%	30%	N	—	—	—	—	\$5,000	N	N	N	Y	N			
100%	70	UNL	100%	100%	50%	—	100%	50%	62½%	62½%	62½%	—/20	10 60	—/62½%	—/50%	50%	50%	N	—	—	—	—	1xSAL	N	N	Y	Y	N				
100%	365	\$250,000	100%	—	—	—	—	50%	60%	70%	75%	38/20	5 —	—/66½%	7/50%	50%	Flat Rate	Y	—	\$2,000	\$3,000	\$3,500	\$10,000	Y	N	N	Y	N				
Y	X	X	X	X	X	X	X	X	X	X	X	55/25	X 70	X	X	X	X	N	—	X	X	X	\$15,000	X	X	N	N	Y				
100%	365	X	80%	50%	\$800	\$25	\$50	40%	60%	65%	65%	35/25	10 —	X	X	X	X	N	—	X	X	X	X	X	X	Y	Y	Y				
Y	UNL	X	—	—	—	—	—	—	50%	—	—	X/25	10 —	10/50%	10/X	50%	25%	Y	—	—	—	—	—	Y	N	Y	Y	N				
100%	—	\$1 MILL.	100%	—	—	—	\$20	—	50%	—	—	50/25	12 —	Wo. Comp.	X	X	X	Y	75%	—	—	—	\$20,000	N	N	Y	Y	Y				
100%	UNL	\$1 MILL.	75%	50%	\$1,000	X	\$10	—	60%	—	—	—/25	10 65	X/100%	2/100%	100%	X	Y	X	—	(To \$20 Credit)	—	\$10,000	Y	N	Y	Y	Y				
75%	None	\$1 MILL.	—	—	—	—	100%	50%	—	—	—	—/20	— —	—/50%	5/50%	50%	50%	Y	—	—	X	X	\$5,000	X	X	Y	N	N				

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION 10,000 to 25,000 (Continued)																									
Springfield Twp., NJ	40	—	33,261	—	29,866	—	28,059	—	26,255	—	24,635	17,684	23,872	3	38¾	Y	12/1	—	16-32	UNL	—	—	\$250+	\$155	
*Statesville, NC	57	21,968	28,038	16,392	20,922	14,867	18,975	13,486	17,212	13,486	17,212	11,650	14,867	4½	40	Y	9/1½	X	12-20	12/UNL	—	—	100%	—	
Sterling, CO	X	—	23,748	—	20,868	—	—	15,996	17,808	15,996	17,808	14,532	16,956	4	41½	Y	10/1½	3	12-18	12/120	16¾%	—	100%	100%	
*Sterling, IL	24	21,031	27,511	17,906	23,410	16,155	21,129	14,512	19,027	13,223	17,287	13,223	17,287	5	40	Y	9/4%	1	10-16	15/X	—	—	VAR	—	
*Stoneham, MA	42	—	37,000	—	—	—	24,924	—	21,673	—	22,673	16,248	18,846	3	32	Y	11/1	2	14-28	15/X	—	\$10w	\$315	\$50	
Streamwood, IL	27	—	35,892	—	—	—	21,777	31,728	20,488	30,118	17,888	26,270	16,598	24,356	M	40	Y	8½/1½	2	16-22	12/90	—	—	QM	QM
*Struthers, OH	20	24,500	24,500	17,932	17,932	—	—	—	—	—	17,743	17,743	14,903	17,743	1	40	Y	10/2½	5	10-30	15/UNL	50%	—	\$375	—
Sylacauga, AL	32	—	23,904	—	13,236	—	12,768	—	12,192	—	11,916	—	11,916	—	40	Y	6/2	—	5-20	15/45	—	.06	\$200	—	
*Sylvania, OH	28	24,570	30,496	—	—	22,440	27,779	20,475	25,354	16,516	19,082	16,516	19,082	3	40	Y	10/1½	2	10-25	15/120	100%	5%	\$250	—	
*Talladega, AL	38	—	17,655	—	16,512	13,833	14,473	12,819	13,833	—	13,635	11,494	12,790	11	40	Y	7/1	—	5-15	12/90	—	\$5.00	\$120	—	
Tallmadge, OH	20	—	31,958	—	29,090	—	—	—	26,083	—	—	20,883	23,712	2	40	Y	9/1½	3	10-25	15/375	—	—	\$400	—	
*Temple Terrace, FL	30	—	—	—	—	22,506	32,739	20,218	29,411	17,222	25,043	14,290	22,506	7-8	40	Y	9+/1¼	—	10-15	6/6	100%	—	\$300	—	
*The Dalles, OR	X	24,348	29,244	21,180	25,428	—	—	15,224	22,992	20,148	24,204	15,600	18,756	X	40	Y	10/1	6	10-20	50	—	—	X	X	
*Thomasville, NC	X	23,000	—	16,500	18,000	15,500	17,500	14,500	15,000	13,500	15,000	10,300	14,500	—	40	Y	9/1	—	10-15	12/UNL	—	—	100%	100%	
Tiffin, OH	X	23,234	25,093	19,282	20,825	18,373	19,843	17,421	18,815	14,140	16,421	14,140	16,421	4	40	Y	11/1	1	10-20	15/180	33⅓%	—	\$235	—	
*Tifton, GA	38	—	22,204	12,636	—	12,012	—	11,440	—	11,440	—	10,400	—	—	40	Y	5/1	—	10-15	X/60	—	—	X	X	
*Tiverton, RI	16	—	21,749	—	18,049	—	16,872	—	15,548	—	14,652	11,977	14,652	3	37½	Y	3/1½	—	12-24	15/150	90d	.25/.15	\$400	—	
*Tracy, CA	31	—	37,584	—	—	—	31,548	20,664	25,164	17,832	21,696	17,832	21,696	3½	40	Y	10/1½	—	10-20	12/—	X	—	\$300	—	
*Troy, AL	30	21,000	30,000	15,000	17,000	15,000	16,000	14,000	15,000	13,500	15,000	12,000	13,500	4	40	Y	8/1½	10	10-20	12/—	—	5%	—	—	
Two Rivers, WI	24	—	29,765	—	24,294	—	—	—	20,603	—	20,603	15,628	18,767	3	37½	Y	8/1½	—	14-32	12/120	150%	\$6/\$10	\$250	—	
*Union, SC	23	—	18,387	—	—	—	15,516	—	14,102	—	14,102	12,209	12,812	½	40	Y	7/2	—	6-12	5/90	—	—	X	—	
Uniontown, PA	X	21,485	—	—	19,224	—	17,424	—	17,424	—	14,232	15,780	3	40	Y	7/2	—	10-25	12/X	Y	—	—	\$500	—	
Urbana, OH	18	23,644	26,920	—	—	21,598	22,617	19,302	20,391	—	16,138	17,742	2	40	Y	7/2	5	10-25	15/UNL	25%	—	—	\$275	—	
Van Wert, OH	20	20,600	23,600	—	—	16,600	19,600	—	—	12,000	15,000	11,600	15,600	6	40	Y	10/1	—	10-25	15/—	50%	—	—	\$350	—
Vermilion, OH	X	21,490	25,974	—	—	20,816	24,665	18,900	23,409	—	—	15,090	—	—	40	Y	10/1	3	10-25	15/210	50%L	—	—	\$325	\$300
Vermillion, SD	15	23,750	—	19,240	—	—	—	17,680	—	19,240	—	13,645	16,016	3	40	Y	11/1	—	6-25	18/115	33%	—	—	\$275	—
*Vienna, VA	34	25,895	36,786	—	—	22,562	32,051	20,582	29,721	17,128	24,733	16,359	23,623	13	40	Y	12/1½	—	13-26	UNL/12	—	—	—	100%	—
Vincennes, IN	X	—	18,024	—	15,597	—	15,506	—	15,378	—	15,378	14,219	14,939	3	40	N	2/X	—	14-28	10/—	—	—	—	\$500	—
Wabash, IN	25	—	19,350	—	17,331	—	—	—	16,771	—	16,771	—	16,211	—	40	N	9/X	—	16-35	Open	—	—	—	\$600	—
Waldwick, NJ	18	—	33,028	—	30,292	—	28,632	—	27,007	+500	—	14,372	25,309	5	40	Y	13/X	—	12-24	15/UNL	—	—	—	\$400	—
*Warr Acres, OK	X	25,385	—	20,592	—	18,680	—	17,236	—	15,860	—	14,560	15,860	1	40	Y	X	8	10-15	—	—	—	—	\$300	\$420
Warren, PA	22	—	27,968	—	—	—	23,762	—	19,908	—	—	14,643	18,649	2½	40	Y	13/1½	—	6-25	18/188	—	—	—	100%	—
*Warren, RI	17	—	—	20,315	—	—	—	18,819	—	18,168	—	12,535	17,068	2	37½	Y	11/1	—	8-24	UNL	X	—	—	\$225	\$200
*Warrensville Heights, OH	34	26,000	42,000	28,681	29,089	26,681	27,156	24,861	25,335	23,304	23,304	19,258	22,836	2	40	Y	10/1	—	10-30	15/120	—	—	—	\$310	\$320
Washington, IN	X	—	14,081	—	12,747	—	—	—	12,528	—	12,797	12,010	12,322	1	40	Y	7/1	—	12-20	18/18	—	—	—	\$450	—
Washington, PA	30	23,523	24,523	21,109	22,109	20,103	21,103	19,146	20,146	19,146	20,146	9,000	18,234	½yr.	40	Y	11/1½	3	14-28	24/110	50%	.10/.15	\$350	—	
Watertown, SD	26	—	25,000	—	19,640	—	—	—	18,800	—	19,220	15,249	18,140	2	45	Y	9/2	X	5-20	12/UNL	—	—	\$30	FURN	—
*Waterville, ME	30	19,600	27,600	17,750	24,850	—	—	—	17,900	—	17,300	10,600	14,800	4	42	Y	10/1½	—	14-28	15/120	100%	—	—	\$250	\$150
*Webster, MA	24	30,310	—	—	—	—	—	18,752	—	19,352	—	16,839	—	—	40	Y	11/1	3	14-35	18/120	—	—	—	\$350	—
*Weslaco, TX	33	—	24,840	—	—	12,646	20,238	11,627	18,595	10,754	17,202	10,754	17,202	6½	40	Y	7/2½	3	X	12/UNL	—	—	—	\$300	—
*Westchester, IL	31	32,500	—	—	—	30,228	—	27,456	—	Rank	Rank	17,424	23,805	5	40	Y	11/1	—	10-20	6/—	50%	—	—	\$300	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL								
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
100%	365	UNL	—	—	—	—	—	X	X	X	X	X	X 65		X	5/40%	25%	X	N	—	\$660	\$1,000	—	\$10,000	N	N	N	Y	N	N
100%	150	\$250,000	—	—	—	—	—	—	—	100%	100%	50/15	5 65		X	X	X	Y	—	—	—	—	\$10,000	Y	N	Y	N	Y	N	
100%	365	\$1 MILL.	—	—	—	—	80%	50%	50%	50%	55/15	10 65		1/40%	1/40%	25%	25% N	—	—	—	—	—	\$10,000	Y	N	Y	N	N	N	
80%	UNL	\$1 MILL.	80%	50%	—	—	80%	50%	60%	70%	75%	50/20	10 60		—/65%	—/50%	65%	50% N	—	—	—	—	VAR	N	N	Y	N	N	N	
—	—	X	X	X	X	X	X	X	X	X	X	X	X X		—/60%	—	—	—	N	—	10%	20%	30%	X	Y	N	Y	Y	Y	Y
90%	—	\$1 MILL.	—	—	—	—	—	50%	62%	75%	—	50/20	10 62		—/65%	3/50%	50%	50% N	—	—	—	—	\$15,000	Y	X	N	Y	N	N	
100%	365	—	80%	50%	\$2,000	—	80%	50%	60%	67½%	72½%	52/25	15		5/73%	5/73%	50%	50% N	—	—	—	—	\$7,500	Y	N	Y	Y	Y	Y	
100%	365	\$500	—	—	—	—	X	X	X	X	X	36/15	— 65		10/X	10/X	—	—	Y	—	\$25	\$50	\$50	\$4,000	N	N	Y	N	Y	Y
100%	UNL	\$10,000	80%	X	\$500	80%	80%	—	50%	60%	66%	47/25	15 70		—/70%	—/70%	100%	—	N	—	X	X	X	\$15,000	N	N	Y	Y	Y	Y
50%	365	\$1 MILL.	—	—	—	—	80%	—	—	—	—	—	10		—	—	—	—	Y	—	—	—	—	—	N	X	N	N	N	N
100%	UNL	UNL	\$250	X	X	—	99%	50%	60%	X	72%	52/25	15		5/X	5/X	\$256	\$256 N	—	—	—	—	1½xSAL	X	X	Y	Y	(L)	N	
100%	365	100%	—	—	—	—	80%	60%	75%	75%	75%	60/5	5		—/50%	10/30%	—	—	Y	—	\$360	\$960	—	\$15,000	X	X	N	N	N	N
100%	X	X	X	X	\$500	25%	—	X	X	X	X	X	— 60		X	X	X	X Y	X	X	X	X	X	\$10,000	X	X	Y	Y	X	X
100%	—	—	—	—	—	—	X	X	X	X	X	X	X		X	X	X	X X	X	X	X	X	X	X	N	N	N	N	N	N
100%	365	\$250,000	—	—	—	—	—	50%	60%	67½%	72%	48/25	15 70		—/72%	5/60%	X	X N	—	\$225	\$425	—	—	N	N	Y	N	Y	Y	
75%	X	\$220,000	—	—	—	—	—	X	X	X	X	55/10	10 70		—	—	X	X Y	—	5%	10%	10%	\$10,000	X	X	X	X	X	X	
100%	365	X	—	—	—	—	100%	50%	60%	70%	80%	55/20	10		—/66½%	7/50%	40%	\$2,000y	—	\$2,000	\$3,000	\$4,000	X	Y	N	N	Y	Y	Y	
100%	X	X	100%	—	—	X	X	40%	50%	75%	75%	50/20	X 60		—/VAR	5/VAR	50-75%	50%PEN.	N	—	5%	—	—	\$15,000	N	X	N	Y	N	N
50%	X	X	X	X	—	X	X	X	X	X	X	60/10	X 65		X	X	X	X X	X	X	X	X	X	X	X	X	X	X	X	X
99%	UNL	\$25,000	—	—	—	—	—	36%	45%	54%	63%	55/25	—		—	—	—	—	Y	X	\$360	X	X	1xSAL	X	X	N	Y	Y	Y
85%	X	\$1 MILL.	—	—	—	—	85%	X	44%	52%	61%	55/20	X 65		—	—	—	—	Y	—	X	X	X	1xSAL	N	Y	N	N	N	N
Y	365	Y	—	—	—	—	—	—	—	—	—	62/X	X 62		—	—	—	50%	—	N	—	—	—	\$10,000	Y	X	Y	Y	Y	Y
100%	120	X	—	—	—	—	—	—	50%	66%	72%	52/25	X		5/2½y	5/2½y	X	X N	—	\$480	\$960	\$1,440	\$3,000	N	N	Y	N	Y	Y	
100%	UNL	UNL	—	—	—	—	97%	50%	60%	67½%	72%	52/25	15		X	15/X	X	X N	—	\$600	X	X	\$1,000/y	N	X	N	N	Y	Y	Y
100%	120	80%	100%	50%	—	—	\$20	50%	60%	67½%	72%	47/25	15		X	X	X	X N	—	\$720	\$1,200	\$1,200	\$10,000	X	X	Y	N	Y	Y	Y
100%	365	X	—	—	—	100%	100%	40%	50%	60%	65%	55/5	5 X		X	X	40%	40% Y	—	5%	5%	5%	\$5,000	Y	X	N	N	Y	Y	
100%	UNL	80%	—	—	—	—	—	40%	50%	—	—	—/20	10 65		X	X	X	X Y	—	—	—	—	2xSAL	X	X	N	N	Y	Y	
75%	90	X	—	—	—	—	—	50%	60%	70%	74%	—	—		X/50%	X/50%	30%	30% N	—	—	—	—	\$5,000	N	N	N	N	Y	Y	
50%	90	X	—	—	—	—	—	50%	60%	70%	72%	55/20	— 55		1/55%	X	X	X X	X	X	X	X	X	X	X	X	X	X	X	X
Y	—	—	—	—	—	—	—	—	60%	65%	65%	43/25	10 65		—/66%	5/40%	X	X Y	—	—	(12%)	—	\$10,000	Y	N	Y	Y	Y	Y	
100%	365	\$250,000	—	—	—	—	—	50%	55%	75%	—	55/X	10 70		X	X	75%	X Y	—	—	—	—	\$4,000	N	X	N	Y	N	N	
100%	365	\$250,000	100%	—	—	—	—	40%	50%	—	—	50/25	12 60		5/50%	5/50%	25%	25% N	—	\$200	\$400	—	\$25,000	X	X	N	Y	Y	Y	
100%	365	80%	100%	X	X	X	80%	40%	50%	60%	70%	—/25	X 58		X	X	X	X Y	X	\$2,000	\$3,000	—	X	Y	X	N	Y	N	N	
100%	365	UNK	—	—	—	—	—	50%	60%	67½%	72%	52/25	15		—/to 72%	5/to 60%	\$210	\$210 N	—	—	—	—	\$10,000	N	N	Y	N	N	N	
100%	365	\$250,000	—	—	—	—	—	50%	60%	70%	72%	41/20	— 65		1/50%	1/50%	35%	35% N	—	—	—	—	\$2,000	Y	N	N	N	Y	Y	
100%	365	80%	100%	—	—	—	—	50%	50%	50%	50%	50/20	20		—/50%	—/12½%	25%	12½% N	—	\$180	\$250	\$500	\$18,000	Y	N	Y	Y	Y	N	
100%	X	80%	—	—	—	—	—	40%	50%	60%	70%	55/10	5 65		Wo. Comp.	X	—	—	(40 + 10 - SS)	Y	—	—	—	\$2,000	Y	Y	Y	Y	Y	Y
85%	365	\$1 MILL.	—	—	—	—	—	66½%	X	X	X	X/25	10		X	X	X	X N	—	—	—	—	\$2,000	N	N	Y	Y	Y	Y	
99%	365	X	—	—	—	—	80%	X	X	X	X	X	X 65		X	X	X	X N	—	\$120	\$240	—	\$2,000	N	N	Y	Y	Y	Y	
100%	—	X	—	—	—	80%	80%	X	X	X	X	55/20	X N		—	—	—	—	Y	—	—	—	—	\$12,000	N	N	N	N	N	N
100%	365	80%	80%	50%	\$1,500	—	80%	50%	60%	70%	75%	50/20	10		—/50%	—/50%	50%	50% N	—	—	—	—	X	N	X	N	N	N	N	N

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance		
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX													
POPULATION 10,000 to 25,000 (Continued)																										
Westerly, RI	31	—	30,600	—	28,400	—	26,800	—	25,695	20,485	25,312	12,017	23,924	8	37½	Y	14/2	—	14-35	12/100	—	—	\$400	—		
*Western Springs, IL	19	—	37,128	—	—	23,280	31,642	21,138	28,444	—	—	18,044	24,284	10	40	Y	7/X	1	10-25	12/240	33½%	—	—	(\$300)	—	
West Lafayette, IN	28	22,306	—	19,103	19,522	18,430	—	17,759	18,130	18,130	19,103	15,270	17,061	1	40	N	—/1	1	10-25	—	—	—	—	\$400	—	
*Whitefish Bay, WI	15	—	31,200	—	—	26,052	27,968	24,068	25,860	24,288	25,644	20,244	23,676	4	38.6	Y	10/1½	2	10-25	12/120	25%	—	—	\$195	—	
Whitehall Twp., PA	30	—	28,602	—	26,312	—	25,438	—	24,481	—	24,481	13,062	22,339	3	40	Y	10/1½	3	5-30	90/90	—	.25	\$325	—		
*Whitman, MA	21	—	—	28,000	—	18,725	—	17,725	—	—	—	15,425	16,325	3	37½	Y	11/X	1	14-28	UNL	—	\$2	\$275	—		
*Wickliffe, OH	29	—	33,811	—	30,837	—	28,135	—	25,676	—	23,442	21,053	23,442	2	40	Y	10/1	1	10-25	UNL	—	.35/.50	\$425	—		
*Williamstown, NJ	38	—	27,000	—	26,000	—	24,000	—	22,701	—	21,870	17,000	21,370	1	40	Y	13/2	2	12-30	15/UNL	75%	—	—	UNL	\$350	
Willmar, MN	22	—	—	—	—	—	—	22,404	23,880	21,924	22,356	19,092	21,924	5	40	Y	9/X	—	10-21	12/120	75%	—	—	\$325	—	
Willowick, OH	X	—	33,500	—	—	26,880	—	24,432	—	—	—	17,736	22,212	3	40	Y	11/1	2	14-35	15/130	100%	—	—	\$520	—	
Wilmington, OH	17	19,073	23,212	—	—	—	—	15,724	19,073	15,724	19,073	14,248	17,326	5	40	Y	9/1	2	10-25	14/UNL	75%	—	—	\$300	\$175	
*Winchester, VA	43	24,256	30,987	18,998	24,256	17,222	22,013	15,633	19,956	13,507	17,222	12,221	15,633	X	40	Y	10/1	—	12-18	12/—	—	—	—	\$300	—	
*Winter Haven, FL	X	—	—	16,987	21,680	14,675	17,836	13,976	17,836	13,311	16,987	12,677	16,178	VAR	40	Y	6/1½	3	12-21	12/X	25%	—	—	\$200	\$250	
*Winter Park, FL	61	25,043	35,568	19,115	26,624	17,763	24,710	16,494	22,963	14,913	20,800	14,913	20,800	7	40	Y	7/1	—	10-20	15/130	—	—	—	\$400	\$150	
Xenia, OH	37	27,846	30,751	—	—	23,980	26,514	20,682	22,844	13,570	18,753	13,570	18,753	5	40	Y	9/1½	—	12-24	15/160	33%	—	—	\$250	—	
*Yarmouth, MA	42	32,000	—	—	—	20,525	21,551	18,883	19,827	17,641	—	13,057	17,241	5	40	Y	11/1	—	10-20	12/120	—	\$20	\$300	—		
*Yuba City, CA	31	—	36,036	—	—	25,381	30,543	21,923	26,438	21,532	26,038	18,924	22,827	3½	40	Y	11/1½	—	12-22	12/—	50%	—	—	\$300	—	
*Zion, IL	36	—	34,000	—	—	—	30,324	—	25,512	—	22,536	17,808	22,536	4	40	Y	8/1	2	10-20	12/120	—	—	—	\$350	\$150	
POPULATION UNDER 10,000																										
Alexandria, IN	10	—	16,475	—	14,978	—	—	—	—	—	—	13,647	14,476	1	40	N	6/1	—	14-28	—	—	—	—	\$600	—	
Ambler, PA	X	—	27,839	—	—	—	—	—	24,047	—	—	17,476	23,132	2	40	Y	10/1½	3	10-25	10/—	—	—	—	—	—	—
Arnold, PA	10	—	22,421	—	—	—	—	—	20,149	—	—	17,849	19,849	25	40	Y	11/1	—	14-30	90/—	—	—	—	—	\$250	\$125
Ashland, WI	19	—	22,000	—	—	—	—	—	18,641	—	18,641	17,656	17,656	—	40	Y	10/1½	X	12-25	12/120	X	Y	\$275	Y	—	
Audubon, NJ	17	—	27,684	—	23,523	—	—	—	21,315	—	—	16,728	20,343	4	40	Y	15/X	—	10-25	—	—	—	—	—	\$350	—
Bangor, PA	8	19,000	—	—	—	—	—	17,957	—	—	—	14,957	—	—	40	Y	10/1½	—	7-28	—	—	—	—	—	—	ALL
Bath, PA	9	18,800	—	—	—	15,535	—	—	—	—	—	12,305	—	—	40	Y	7/1½	3	5-20	(130)	—	—	—	—	FULL	—
Batesville, IN	5	—	16,250	—	—	—	15,200	—	—	—	—	12,050	14,050	1	46	Y	2/X	—	6-18	6/X	—	X	—	—	—	—
Bellevue, OH	12	17,430	22,068	—	18,990	—	—	—	18,616	—	18,616	17,201	18,283	2	40	Y	13/1½	1	10-25	X/UNL	50%	\$350	—	X	—	—
*Berkeley, IL	12	25,000	—	24,946	—	23,441	—	21,937	—	—	—	19,172	20,433	1	40	Y	7/1	2	10-29	12/60	—	—	—	—	—	\$300
Beverly Shores, IN	7	15,000	18,500	13,500	16,000	—	—	—	—	—	—	12,000	14,500	3	40	N	7/1	3	15-30	7/7	—	—	—	—	\$200	—
Birdsboro, PA	5	—	20,634	—	—	—	—	—	19,573	—	—	12,000	18,762	3	40	Y	8/1½	2	5-20	12/120	100%	—	—	100%	100%	—
Blossburg, PA	3	17,200	17,700	—	—	—	—	—	—	—	—	11,500	13,200	1½	40	Y	12/1	2	5-15	7/—	—	—	—	—	\$300	\$75
Bluffton, IN	16	18,902	—	18,144	—	—	—	15,123	—	18,144	—	13,610	14,297	1	40	Y	11/1	6	5-20	X	X	.19/.43	—	—	\$600	—
Bourbon, IN	3	—	17,940	—	—	—	—	—	—	—	—	15,000	17,000	1	46	N	8/1	—	7-21	14/14	—	—	—	—	\$350	—
Braddock, PA	7	18,530	—	—	—	17,570	—	17,250	—	—	—	10,500	16,850	5	40	Y	9/1	—	10-25	10/70	100%	—	—	—	\$300	X
Brazil, IN	13	12,881	14,881	12,452	14,452	—	—	12,023	14,003	—	—	11,451	13,451	20	40	Y	7/2	VAR	14-35	12/60	—	—	—	—	\$600	\$200
Bremen, IN	8	20,979	—	—	—	—	—	16,357	—	16,357	—	15,578	—	—	40	N	10/1	2	6-24	7/14	—	—	—	—	\$325	—
*Broadview, IL	30	—	39,529	—	—	—	32,919	—	29,517	—	25,947	20,466	25,947	4	40	Y	8/1	—	10-25	10/120	—	—	—	—	QM	QM
Brockway, PA	4	23,435	—	—	—	19,423	—	—	—	—	—	12,500	15,892	2	40	Y	11/2	1	5-20	UNL	—	—	—	—	\$200	\$100
Brookville, PA	X	—	18,876	—	17,333	—	—	—	16,991	—	—	11,668	16,991	6	40	Y	8/X	3	10-25	12/90	—	—	—	—	\$350	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL								
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
100%	90	X	100%	80%	X	—	\$20	—	50%	—	—	—/25	X	X	X	X	X	X	N	—	\$2,000	\$3,000	\$3,500	\$10,000	X	X	N	Y	Y	
99%	UNL	\$1 MILL.	—	—	—	—	80%	50%	60%	70%	75%	50/20	10	65	—/65%	—/50%	65%	50%	N	—	—	—	—	1xSAL	N	N	Y	N	N	
100%	X	X	50%	50%	\$50	80%	80%	50%	60%	70%	74%	55/20	—	65	5/50%	1/50%	50%	50%	N	6%	—	—	—	\$1,000	N	N	N	N	Y	
100%	365	\$100,000	—	—	—	—	—	50%	53%	56%	60%	50/15	15	55	5/X	X	50%	50%	Y	X	604	\$604	\$604	1xSAL	X	X	Y	Y	Y	
100%	120	\$50,000	100%	50%	50%	—	—	—	50%	50%	50%	55/25	25	70	—/50%	—	—	—	N	—	\$600	\$1,200	\$1,200	1xSAL	N	N	Y	Y	Y	
50%	UNL	—	—	—	—	—	—	60%	70%	78%	80%	X	10	65	X/75%	X	50%	66 2/3%	N	—	15%	20%	30%	\$2,000	Y	X	Y	Y	N	
100%	730	\$250,000	80%	—	\$2,000	—	100%	50%	60%	66%	72%	52/25	X	—	1/100%	1/X	\$260m	\$260m	X	—	\$300	\$600	—	\$20,000	N	Y	Y	N	N	
100%	X	80%	80%	—	—	—	\$10	82 1/2%	82 1/2%	82 1/2%	82 1/2%	45/25	X	—	X	X	X	X	N	—	\$250	\$500	X	\$10,000	Y	N	Y	Y	Y	
100%	90	100%	—	—	—	—	—	50%	60%	70%	75%	55/10	10	65	X	X	50	50%	N	—	—	—	—	\$25,000	N	N	Y	Y	Y	
100%	365	X	—	—	—	—	—	(Governed by Ohio State Police/Fire Pension)										—	—	—	X	\$25	\$50	—	X	X	Y	N	N	
100%	120	\$250,000	—	—	—	—	—	30%	60%	67 1/2%	78%	52/25	15	—	X	X	X	X	N	—	—	—	—	\$15,000	X	X	Y	N	Y	
100%	X	\$300,000	—	—	—	—	—	—	VAR	VAR	VAR	55/25	5	60	5/66%	5/VAR	—	—	Y	—	4%	8%	10%	—	N	X	N	N	N	
100%	X	\$1 MILL.	80%	80%	\$1,000	—	—	60%	75%	90%	90%	50/10	10	—	10/36y	10/36y	10/36y	10/36y	Y	—	—	—	—	VAR	N	X	N	Y	Y	
80%	UNL	\$250,000	50%	—	—	—	80%	—	50%	60%	70%	50/25	10	—	5/60%	—	2%	—	Y	—	\$390	\$520	—	\$10,000	N	N	Y	N	N	
100%	365	—	—	—	—	—	—	30%	60%	67 1/2%	72%	48/25	15	70	—/to 72%	5/to 72%	\$200m	\$200m	N	—	—	—	—	\$10,000	Y	N	Y	Y	Y	
100%	UNL	None	—	—	—	—	—	X	X	X	X	55/10	10	65	—/72%	—/50%	72%	50%	N	—	\$15	\$20	\$25	\$10,000	N	N	N	Y	Y	
80%	X	None	80%	50%	80%	\$75y	80%	9 1/2%	9 1/2%	9 1/2%	9 1/2%	50/—	X	65	—/50%	X	50%	50%	N	—	\$20	\$40	—	\$5,000	N	X	Y	Y	N	
100%	120	X	—	—	—	—	80%	50%	60%	70%	75%	50/20	10	—	—/65%	—/50%	50%	50%L	N	—	—	—	—	\$10,000	X	X	Y	N	Y	
99%	70	\$1 MILL.	80%	—	—	50%	\$30	50%	60%	70%	72%	41/50	—	—	1/50%	1/50%	30%	—	N	—	—	—	—	\$15,000	N	N	N	N	Y	
100%	120	\$250,000	\$150y	—	—	100%	100%	50%	50%	50%	50%	50/25	12	65	—/75%	—/75%	—	—	N	—	\$300	\$500	—	\$35,000	N	N	Y	Y	N	
100%	X	X	Min.	—	—	Min.	100%	50%	—	—	—	50/20	X	65	10/50%	10/50%	50%	50%	N	—	X	X	X	\$20,000	N	N	Y	Y	Y	
100%	X	100%	80%	50%	X	X	100%	50%	20/50%	58%	68%	55/25	20	55	10/X	10/X	—	—	Y	X	X	X	X	1xSAL	N	X	N	Y	Y	
100%	—	—	100%	—	—	—	—	24y	60%	65%	—	—/25	X	65	3/65%	—	X	X	N	—	\$30	\$60	—	\$5,000	N	X	N	Y	N	
100%	X	X	—	—	—	—	—	50%	100%	100%	100%	55/25	—	—	10/25%	—	50%	—	N	—	—	—	—	X	N	N	Y	Y	N	
100%	365	100%	—	—	—	—	—	—	50%	50%	50%	55/25	X	X	X	X	X	X	N	—	X	X	X	\$25,000	Y	N	Y	N	N	
100%	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
100%	365	80%	—	—	—	Y	Y	—	62%	67%	72%	52/25	X	N	X	X	X	X	N	—	X	X	X	\$10,000	X	X	Y	X	X	
100%	120	\$1 MILL.	—	—	—	—	—	50%	60%	70%	75%	50/20	10	—	—/65%	—/50%	65%	50%	Y	—	—	\$600	—	\$10,000	N	N	N	N	N	
80%	365	\$1,000	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	Y	—	—	—	—	\$10,000	Y	N	N	N	N	
100%	120	\$250,000	80%	—	—	—	—	—	50%	50%	50%	55/25	12	65	X	X	—	—	Y	75%	X	\$200	X	\$44,000	Y	N	Y	Y	N	
80%	—	—	—	—	—	—	80%	50%	75%	75%	75%	55/18	15	55	2/75%	2/50%	50%	50%	Y	X	X	X	X	100%	Y	N	Y	N	N	
100%	X	X	X	—	—	—	X	50%	60%	70%	X	41/20	—	65	X	X/55%	—	—	60%	N	—	—	—	\$2,000	X	X	N	X	Y	
100%	X	\$1 MILL.	—	—	—	—	—	X	X	X	X	50/15	15	65	5/\$100+	5/\$100+	X	X	Y	—	—	—	—	\$5,000	N	N	N	N	Y	
100%	120	X	—	—	—	80%	—	—	50%	X	X	50/25	12	65	X	X	X	\$100wk	N	—	X	X	X	\$20,000	N	X	Y	Y	Y	
100%	365	None	—	—	—	80%	—	50%	60%	70%	72%	55/20	—	65	—/50%	—/50%	30%	30%	N	—	—	—	—	\$5,000	N	N	N	N	Y	
100%	X	X	X	100%	—	—	—	50%	60%	60%	60%	—	20	65	—/50%	—/50%	35%	35%	N	—	X	X	X	\$10,000	N	X	N	N	Y	
100%	120	UNL	100%	—	\$800	—	—	50%	60%	70%	75%	50/20	X	X	—/50%	—/50%	50%	50%	N	—	\$300	\$600	\$900	\$10,000	N	X	Y	N	Y	
100%	365	\$250,000	100%	—	—	100%	100%	—	50%	50%	50%	55/25	10	62	—/X	10/VAR	—	25%	N	—	—	—	—	\$25,000	N	X	Y	Y	Y	
100%	120	X	—	—	—	—	—	—	50%	—	—	55/25	—	—	X/50%	X	—	—	N	—	—	—	—	\$10,000	Y	N	Y	Y	Y	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION UNDER 10,000 (Continued)																									
Brownsville, PA	8	—	16,600	—	—	—	14,500	—	—	—	—	13,054	—	40	Y	8/X	3	5-25	15/60	X	—	\$300	X		
*Buckhannon, WV	9	—	16,500	—	—	—	13,500	—	—	—	—	10,080	12,288	2	40	Y	11/1½	—	12-17	15/60	—	X	\$350	\$360	
Buffalo Twp., Sarver, PA	2	—	—	—	—	—	—	—	—	—	—	14,500	16,500	½	40	Y	8/2	—	5-10	5/X	—	—	\$375	—	
*Calverton Park, MO	12	—	18,408	—	—	—	—	—	15,392	—	—	12,584	14,664	90d	40	Y	8/1	Y	14	12/30	—	—	—	—	
Canaan, NH	2	—	17,050	—	—	—	—	—	—	—	—	10,000	14,000	3	40	N	8/2	—	10-16	12/90	33%	—	\$250	—	
Cannelton, IN	3	13,500	13,500	—	—	—	—	—	—	—	—	11,500	12,000	1	48	—	—	—	14	—	—	—	\$500	—	
Carey, OH	7	—	17,535	—	15,621	—	14,791	—	14,591	—	—	13,241	14,371	½	40	Y	9½/X	—	14-28	120	—	—	\$450	X	
*Caseyville, IL	7	24,500	—	—	—	—	20,176	20,696	—	—	—	17,160	19,760	15	40	Y	9/1½	2	5-20	10/60	—	—	\$360	—	
Center Line, MI	1	—	—	—	—	30,446	—	26,345	28,321	26,345	28,321	18,670	24,507	5	40	Y	13/1½	UNL	16-25	—	—	\$350	\$550	X	
Charlestown, IN	8	15,670	—	14,160	—	13,691	—	14,400	—	—	—	12,795	15,098	18	40	N	9/1	10	7-28	—	—	—	\$450	—	
Cicero, IN	5	—	18,096	—	—	—	16,328	—	15,808	—	—	—	15,444	—	40	N	—	—	7-21	12/—	—	—	\$600	—	
Columbia City, IN	10	—	16,771	—	16,406	—	—	—	—	—	—	—	15,219	—	40	N	—	—	8-16	—	—	—	\$300	—	
Conway, PA	4	—	17,500	—	17,200	—	—	—	—	—	—	16,515	—	—	40	Y	10/2	2	14-35	5/—	—	—	\$300	—	
Coopersburg, PA	4	—	22,285	—	—	—	—	—	18,218	—	—	13,000	17,718	3	40	Y	10/1	1	5-25	X	X	—	100%	\$150	
Coplay, PA	4	15,656	—	—	—	—	—	—	—	—	—	12,100	14,830	X	40	Y	10/1	1	7-28	X	X	X	\$200	X	
*Countryside, IL	23	—	36,500	—	—	30,469	32,500	25,383	29,000	—	—	19,431	24,500	3	40	Y	8/1	1	5-25	12/180	25%	—	—	—	
*Crete, NB	9	—	22,212	—	—	—	—	20,964	—	—	—	13,116	19,752	7	40	Y	12/2	2	10-20	12/90	—	—	—	—	
*Crystal City, MO	9	18,000	—	—	—	—	14,500	—	14,100	—	—	13,000	14,100	2	37½	Y	11/2½	1	5-25	10/120	—	—	—	X	
*Culpeper, VA	18	21,189	29,816	—	—	17,432	24,530	14,342	20,180	—	16,602	11,799	16,602	7	40	Y	8/1	—	12-18	UNL	—	—	100%	\$220	
Culver, IN	X	—	18,000	—	—	—	—	—	—	—	—	13,500	16,000	1	48	N	9/1	—	5-20	12/60	—	—	—	—	
Devils Lake, ND	13	22,008	—	17,688	—	—	—	15,840	—	16,332	—	13,140	14,520	1	40	Y	9/1½	—	12-30	12/UNL	25%	—	100%	—	
Dickson City, PA	X	20,750	—	—	—	—	—	—	—	—	—	15,965	—	—	40	Y	11/1½	3	5-20	UNL	—	—	\$300	—	
*Dowagiac, MI	15	23,000	—	21,000	—	—	—	19,000	—	18,000	—	16,000	18,000	2	40	Y	11/1½	—	5-30	12/120	—	Y	\$250	—	
Dubois, PA	11	—	—	16,551	18,707	15,914	17,987	15,302	17,296	—	—	13,560	16,949	4	40	Y	11/1	2	10-25	18/120	33%	—	\$300	—	
Dyer, IN	13	—	27,252	—	—	—	23,059	—	21,662	—	—	18,168	19,666	1	40	Y	6/1	—	6-30	30/X	—	—	—	\$371	—
East Stroudsburg, PA	11	—	—	20,087	—	—	—	18,832	—	18,832	—	16,288	17,688	3	40	Y	9/1½	1	5-20	UNL	—	—	100%	\$150	
Evans City, PA	2	17,760	—	—	—	17,160	—	—	—	—	—	—	—	—	40	Y	7/1½	1	5-25	4/20	X	X	\$300	X	
Falls Creek, PA	X	—	13,275	—	—	—	—	—	—	—	—	—	—	—	40	N	9/1	1	14-21	10/50	—	—	\$250	—	
Fairmont City, IL	5	—	18,500	—	—	—	12,960	—	—	—	—	12,060	12,660	1	40	Y	7/1½	1	5-20	9/27	33%	—	\$200	—	
Farrell, PA	23	—	24,103	22,462	21,242	—	—	20,393	—	21,962	16,495	19,638	3	40	Y	11/X	4	10-30	15/120	—	—	—	\$250	—	
Franklin, PA	18	—	24,750	—	20,297	—	19,676	—	18,722	—	—	12,834	18,732	3	40	Y	11/2	3	10-30	21/125	50%	18/18	\$350	\$160	
Folcroft, PA	X	29,760	—	—	—	—	25,695	—	—	—	—	20,870	22,876	2	40	Y	7/2	8	10-25	15/120	100%	9½	—	150	
Frontenac, MO	18	—	31,800	—	—	—	24,960	23,520	—	21,960	17,160	21,120	4	40	Y	8/1	2	10-20	60/—	—	—	—	\$300	X	
Gates Mills, OH	11	—	31,500	—	—	—	25,394	24,014	—	23,000	20,113	22,113	3	40	Y	7/1	—	10-20	UNL	—	—	—	FURN	—	
*Geneva, IL	16	—	31,939	—	—	—	26,644	27,996	—	—	20,363	25,001	7	40	Y	12/1½	—	5-16	12/60	—	—	—	\$300	—	
*Glencoe, IL	27	37,400	40,020	32,700	34,740	29,100	31,200	—	—	—	18,960	27,360	VAR	40	Y	11/1	—	10-20	12/180	—	—	—	\$250	X	
Greensburg, IN	12	16,200	19,040	15,400	18,240	14,800	17,640	—	—	15,400	18,240	14,200	17,040	20	40	Y	6/1	1	10-20	10/30	—	—	\$500	—	
*Gulf Breeze, FL	12	22,500	—	—	—	16,006	—	14,076	—	14,034	—	11,037	—	None	45	Y	11/2	—	10-25	.834/—	—	—	\$200P	—	
*Hales Corners, WI	X	—	30,000	—	—	—	27,500	—	24,484	—	—	19,475	23,052	4	40	Y	10/1½	5	12-24	12/120	50%	\$1.50d	\$215	—	
*Hastings, MI	12	—	24,500	—	22,000	—	—	20,685	—	20,230	14,134	19,774	3	40	Y	9½/3	—	10-25	12/100	—	—	—	Issued	Issued	
Hellertown, PA	X	—	24,950	—	—	—	—	18,151	—	—	14,000	16,510	½	40	Y	12/2½	—	10-25	20/100	—	.15/20	Full	—	—	

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL				LEGAL							
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
100%	X	X	X	X	X	X	X	—	50%	—	—	55/25	X	X	X	X	X	X	X	X	X	X	X	\$22,000	X	X	Y	X	N	
100%	365	\$50,000	—	—	—	—	—	—	—	—	—	60/5	X	65	10/2%	—	2%	—	Y	—	—	—	—	\$10,000	N	N	Y	N	N	
100%	91	\$500,000	—	—	—	100%	100%	50%	—	—	—	65/20	—	—	VAR	X	X	X	Y	—	X	X	X	\$30,000	X	X	Y	Y	Y	
60%	ALL	X	60%	X	X	X	X	—	—	—	—	—	—	—	1/80%	—	—	—	Y	—	—	—	—	X	X	X	X	X	N	
100%	—	\$1 MILL.	—	—	—	—	—	50%	60%	70%	75%	46/20	10	—	—/100%	—	50%	—	N	—	—	—	—	—	Y	N	N	N	Y	
100%	X	X	—	—	—	—	—	50%	50%	50%	50%	55/20	—	60	—	—	—	—	N	—	—	—	—	\$10,000	X	X	Y	Y	Y	
100%	X	X	80%	—	—	50%	—	—	60%	X	X	52/25	X	—	X	—	X	—	N	—	X	X	X	\$2,000	N	N	N	N	Y	
100%	UNL	\$500,000	—	—	—	—	—	50%	60%	70%	75%	50/20	10	60	—/65%	—/50%	50%	50%	Y	UNK	.15	.35	.45	\$5,000	Y	N	Y	Y	N	
Y	UNL	UNL	80%	80%	X	—	Y	—	62½%	67½%	72½%	—/25	10	60	—/50%	5/1.5%	60%	60%	N	—	X	X	X	\$20,000	N	N	N	Y	Y	
98%	X	\$250,000	—	—	—	—	—	50%	50%	50%	50%	X	X	—	—/50%	—/50%	30%	30%	N	—	—	—	—	\$10,000	N	N	N	N	N	
100%	365	100%	—	—	—	—	80%	50%	60%	70%	74%	56/20	20	56	1/50%	1/50%	50%/10%	50%	N	—	—	—	—	\$25,000	Y	Y	N	N	Y	
51%	X	\$1 MILL.	—	—	—	—	—	50%	—	—	—	55/20	X	X	X	X	X	X	N	—	X	X	X	\$2,000	X	X	N	N	Y	
100%	X	X	100%	X	X	100%	—	—	50%	X	X	55/25	—	—	X	X	X	X	Y	X	—	—	—	\$10,000	N	X	Y	Y	N	
100%	X	X	—	—	—	X	X	—	50%	50%	50%	55/25	—	—	X	X	X	X	N	—	\$180	\$360	X	\$25,000	N	N	Y	Y	N	
90%	X	X	X	X	X	X	X	50%	X	X	X	50/20	X	X	X	X	X	X	N	—	X	X	X	\$10,000	X	X	Y	X	N	
100%	X	\$250,000	80%	50%	—	—	—	50%	60%	70%	70%	50/20	10	60	—/65%	—/50%	50%	50%	Y	—	—	—	—	\$15,000	N	N	Y	N	N	
100%	—	X	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	Y	—	—	—	—	\$5,000	X	X	N	N	N	
100%	X	X	—	—	—	—	—	X	X	X	X	55/X	—	65	X	X	X	X	Y	—	—	—	—	\$10,000	N	X	N	N	N	
100%	365	X	X	X	X	X	X	40%	50%	60%	70%	55/60	5	60	X	X	X	X	Y	X	X	X	X	2xSAL	N	N	N	N	N	
100%	365	UNL	80%	50%	\$1,000	—	—	—	—	—	—	—	—	—	Wo.Comp.	—	—	—	N	—	—	—	—	\$10,000	N	N	N	N	Y	
100%	X	X	—	—	—	—	X	—	—	—	—	—	—	—	—	—	—	—	Y	—	—	—	—	—	Y	N	N	N	N	
100%	X	X	Y	X	X	Y	X	—	50%	X	X	55/25	10	—	X	X	—	—	N	—	X	X	X	\$50,000	N	X	Y	Y	Y	
100%	365	—	—	—	—	—	98%	—	—	—	—	55/25	15	55	—	—	—	—	Y	—	—	—	—	\$12,000	N	N	N	Y	N	
100%	70	\$25,000	100%	—	—	25%	—	50%	50%	50%	50%	50/20	—	62	½/25%	10/50%	50%	25%	N	—	—	—	—	\$15,000	N	N	Y	Y	Y	
86%	180	\$100,000	80%	80%	X	—	80%	50%	60%	70%	—	55/20	20	—	—/100%	X	50%	X	N	—	—	—	—	\$10,000	N	N	N	Y	N	
100%	365	\$50,000	100%	—	—	—	—	—	50%	—	—	55/25	—	62	1/50%	—	50%	—	Y	—	—	—	—	\$10,000	N	N	Y	Y	N	
100%	365	\$100	100%	X	X	X	X	—	50%	X	X	55/25	X	65	4/100%	X	100%	X	N	—	X	X	X	\$10,000	Y	N	N	N	N	
100%	X	X	—	—	—	—	—	—	50%	—	—	55/25	12	—	—	—	—	—	Y	—	—	—	—	—	Y	Y	N	Y	Y	
100%	UNL	\$300,000	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	Y	—	—	—	—	—	—	Y	N	N	Y	Y
100%	365	\$50,000	—	—	—	100%	100%	6%	6%	6%	6%	50/25	X	65	10/100%	X	50%	—	N	—	—	—	—	\$23,000	N	N	Y	Y	Y	
100%	UNK	UNK	80%+	—	—	60%	—	50%	55%	60%	60%	50/20	10	65	—/2.5%y	—/2.5%y	Same	Same	N	—	—	—	—	\$15,000	Y	Y	Y	Y	Y	
100%	365	UNK	100%	100%	\$800	100%	100%	—	X	X	X	50/25	X	—	—/85%	—/45%	X	X	Y	45%	\$250	\$500	—	\$30,000	Y	N	Y	Y	N	
100%	X	X	Y	Y	—	—	—	1%y	X	X	X	50/5	5	—	1/1%y	5/1%y	X	X	Y	X	\$1,200	—	—	\$10,000	X	X	N	N	N	
100%	365	X	—	—	—	—	—	X	X	X	X	52/25	15	—	X	X	X	X	N	—	—	—	—	—	—	N	N	N	N	N
80%	UNL	\$2 MILL.	80%+	60%	—	—	80%	50%	60%	70%	75%	50/20	10	N	—/65%	—/50%	65%	50%	N	—	—	—	—	\$5,000	X	X	N	N	Y	
75%	X	X	—	—	—	—	X	50%	60%	70%	75%	50/20	X	—	—/65%	1/50%	50%	50%	N	—	—	—	—	\$5,000	N	X	Y	X	X	
66%	30	\$1 MILL.	—	—	—	—	80%	50%	60%	70%	74%	55/21	X	N	X	X	50%	X	N	—	—	—	—	\$5,000	Y	Y	N	N	Y	
80%	365	\$10,000	—	—	—	—	80%	X	X	X	X	55/10	10	—	X	X	100%	75%	Y	—	\$30	\$50	—	\$10,000	N	N	N	Y	N	
100%	X	\$500,000	100%	80%	\$800	—	—	50%	75%	80%	80%	55/25	X	65	X	X	X	X	Y	X	—	—	—	\$20,000	N	N	N	Y	N	
100%	X	X	X	X	X	—	X	X	X	X	X	55/25	X	—	X	X	X	X	Y	X	X	—	—	\$17,000	X	X	N	Y	N	
100%	X	X	X	X	X	X	X	—	50%	X	X	55/25	—	65	X	X	X	N	—	—	—	—	—	1xSAL	N	X	Y	Y	N	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION UNDER 10,000 (Continued)																									
Highland Heights, OH	18	—	31,341	—	—	—	28,224	—	25,787	—	23,478	16,935	23,478	3	40	Y	10/2	1	10-25	15/X	5d	—	\$450	—	
Hillsboro, OH	X	17,246	17,653	15,162	15,739	—	—	14,145	14,755	14,145	14,755	13,127	13,738	3	40	Y	10/1	X	5-15	15/UNL	25%	X	\$200	X	
Homestead, PA	X	23,500	—	—	—	—	—	20,020	—	—	—	18,200	—	3	40	Y	13/2½	1	10-30	20/60	100%	.20/.25	\$250	—	
Hopkinton, NH	11	18,000	23,000	—	—	—	—	15,000	19,000	—	—	13,000	17,000	—	40	Y	11/1½	—	6-15	20/110	—	—	—	—	
Hoquiam, WA	22	—	30,245	—	—	—	25,782	—	24,188	—	22,265	20,622	22,265	2½	40	Y	11/1	—	12-25	5/5	—	—	\$250	100%	
*Hudson, NY	22	19,753	—	—	—	—	—	15,742	—	15,742	—	13,737	14,682	3	40	Y	11½/1	5	10-25	18/200	25%	Y	\$450	—	
Hunting Valley, OH	11	—	31,000	—	—	—	—	23,026	—	22,070	—	21,686	—	—	40	Y	8/1	—	10-20	15/UNL	X	—	Full	\$100	
Ilion, NY	X	19,497	19,497	—	—	—	—	14,354	15,192	—	—	12,538	14,354	3	40	Y	12/1	5	10-25	X/115	—	12%	\$275	—	
Indian Hill, OH	16	—	37,201	—	32,557	—	28,344	—	—	—	28,344	20,588	25,679	3	42	Y	9/2	—	14-28	10/90	50%	—	—	—	
*Ionia, MI	9	—	22,500	—	—	—	—	—	21,500	—	—	16,401	20,060	4	40	Y	9/2	1	10-21	13/120	—	—	\$200	UNL	
Jackson, OH	11	—	15,876	13,562	14,976	—	—	12,646	14,019	—	—	11,761	13,748	15	40	Y	9½/1	3	10-30	15/120	25%	—	\$300	—	
*Jacksonville, FL	16	14,373	21,242	—	—	13,111	19,148	12,124	17,523	—	—	11,190	16,551	15	40	Y	10/2	—	10-20	12/UNL	25%	—	\$300	—	
Kenhorst, PA	X	17,320	—	—	—	—	—	15,746	—	—	—	14,185	—	—	40	Y	7½/1½	2	5-20	VAR	—	—	100%	—	
*Kermit, TX	12	—	24,273	—	20,412	—	—	17,792	19,354	—	—	15,725	18,807	3	44	Y	10/X	3	12-30	12/90	X	X	X	X	
*Keyser, WV	8	—	14,500	—	—	—	—	—	—	—	—	11,615	—	—	40	Y	11/2	X	5-25	40/X	X	X	100%	X	
*Kingfisher, OK	7	19,200	21,600	17,400	19,032	—	—	—	—	—	—	13,800	15,600	—	40	Y	7/X	3	10-15	—	—	—	—	—	
*Kings Point, NY	X	—	49,500	—	—	—	47,960	—	35,391	—	—	22,080	29,724	4	37	Y	13½/1½	5	20-27	26/40	50%	10%	\$400	\$400	
Knox, IN	6	14,337	—	14,087	—	—	—	13,837	—	—	—	13,337	—	1	40	N	6/X	—	5-15	12/None	—	—	\$400	—	
*Lake Saint Louis, MO	9	23,320	—	—	—	19,355	—	15,900	—	—	—	13,000	14,168	—	40	Y	7½/1½	1	10	48/X	—	—	100%	—	
Lawrenceburg, IN	9	20,000	—	—	—	—	—	18,000	—	—	—	16,100	16,600	½	40	Y	8½/1½	1	5-24	8/50	—	\$510	\$600	—	
*Lebanon, KY	X	—	18,000	—	—	—	—	—	14,500	—	—	—	14,500	1	40	Y	7/1	—	10-20	12/90	—	.15	\$175	—	
*Lewisburg, TN	18	—	20,329	15,849	16,523	—	—	—	12,480	15,849	16,523	14,401	15,075	X	48	Y	8½/1½	X	5-15	18/90	—	Y	FURN	X	
*Livingston, AL	8	25,000	30,000	—	—	—	—	—	20,405	—	—	15,084	17,864	6	42	N	9/1	1	13-18	12/120	—	—	100%	100%	
Ludington, MI	13	—	25,000	—	24,000	—	20,851	—	19,910	—	19,910	16,412	19,014	2	40	Y	11/3	1	5-20	12/150	—	—	FURN	—	
*Mandeville, LA	X	18,000	20,800	13,000	16,800	12,500	14,000	10,000	12,000	—	—	9,000	11,000	3	40	Y	8/2	—	10	6/10	—	—	FURN	—	
*Marengo, IL	9	—	25,000	—	—	—	—	21,115	21,486	—	—	13,436	18,907	5	40	Y	8/1	1	5-15	6/60	50%	—	\$200	—	
Mars, PA	4	17,390	—	—	—	—	—	—	—	—	—	15,080	—	—	40	N	7/2	—	5-10	5/—	—	—	\$300	—	
Martins Ferry, OH	16	24,674	—	—	—	21,268	—	—	—	—	—	17,446	18,980	1	40	Y	8½/2½	3	10-30	15/UNL	50%	.05/.10	\$300	—	
Masontown, PA	8	20,800	24,100	—	—	16,640	18,720	16,220	18,160	—	—	13,120	15,626	3	40	N	8½/1½	7	5-34	—	—	.20/.30	\$300	—	
Mayfield Village, Oh	13	26,989	29,726	—	—	—	—	22,578	23,480	—	—	17,122	21,984	2	40	Y	12/X	6	5-30	15/UNL	—	—	\$300	incl.	
McKees Rocks, PA	10	—	18,408	—	17,647	—	17,155	—	—	—	—	—	16,440	1	40	Y	11/1	1	5-25	20/80	—	—	\$235	—	
Mechanicsburg, PA	13	23,500	—	—	—	—	—	20,500	21,000	—	—	13,500	18,000	5	40	Y	10½/1½	2	10-25	15/120	—	—	\$200	—	
Merchantville, NJ	11	—	25,000	—	—	22,400	—	20,354	—	20,354	—	10,500	19,100	3	40	Y	12/1	3	5-20	15d/260d	—	—	—	—	
Middlesex Twp., PA	5	—	—	—	—	—	—	—	—	—	—	15,400	18,000	1	40	Y	9/2	3	10-20	14/120	75%	—	\$425	—	
*Monroeville, AL	14	18,694	20,618	17,810	18,694	16,952	17,810	16,146	16,952	—	—	11,466	16,146	X	40	Y	7/1	—	12-17	12/90	—	—	—	—	
Monticello, IN	9	—	16,995	—	14,980	—	14,980	—	—	—	—	—	14,305	—	40	Y	9/1	X	10-30	(30)	—	—	\$400	—	
Mooresville, IN	9	—	19,440	—	17,820	—	16,740	—	15,660	—	—	14,188	14,688	1	40	N	7/1	—	10-15	10/—	—	—	—	—	
Mt. Carmel, PA	9	—	17,200	—	—	—	16,800	—	—	—	—	15,100	16,500	X	40	N	4/1	—	10-20	15/90	—	—	\$300	—	
Mt. Vernon, IN	13	—	16,470	—	—	—	14,857	—	14,457	—	—	—	13,995	X	40	Y	10/1	4	14-28	X	—	—	\$550	—	
Napoleon, OH	X	21,612	27,602	—	—	16,952	21,612	—	—	—	—	13,957	17,805	5	40	Y	6½/2	3	5-20	15/UNL	—	—	100%	100%	
Newburgh, IN	X	—	19,300	—	—	—	17,200	—	—	—	—	12,200	X	X	40	N	12½/1½	—	X	6/24	50%	—	—	—	

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL								
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
100%	365	\$250,000	80% +	60% +	\$800	UCR	\$2D	—	—	—	—	X	X	X	X	X	X	X	X	N	—	—	—	\$10,000	N	X	Y	X	X	
100%	365	X	X	X	X	X	80%	X	X	X	X	X	X	X	X	X	X	X	N	—	X	X	X	X	X	X	X	Y	Y	
100%	UNL	100%	100%	X	\$800	60%	100%	—	50%	50%	50%	55/25	15	65	X	X	50%	X	N	—	—	—	\$20,000	N	X	X	Y	Y		
100%	120	\$1 MILL.	—	—	—	—	—	50%	57%	75%	—	45/20	10	50	—/50%	10/50%	—	—	N	—	—	—	—	X	N	N	N	N	N	
100%	X	X	80%	—	\$1,500	—	100%	40%	50%	60%	60%	50/25	20	55	1/50%	1/50%	50%	50%	N	—	—	—	—	\$25,000	Y	N	Y	Y	N	
100%	X	\$1 MILL.	—	—	—	—	\$1D	—	50%	—	—	—/25	10	70	—/75%	—	UNK	UNK	Y	—	—	—	—	—	—	N	Y	Y	Y	
100%	X	X	—	—	—	—	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	—	—	—	—	N	X	Y	N	N
100%	145	\$100,000	—	—	—	\$25	—	—	50%	50%	50%	46/25	10	—	X	X	X	X	Y	—	—	—	—	\$5,000	N	X	Y	Y	N	
100%	365	80%	—	—	—	—	—	—	60%	70%	72%	48/25	15	—	X	X	X	X	N	—	—	—	—	—	Y	N	Y	N	N	
100%	UNK	UNK	50%	—	\$600	—	\$1,500	—	—	—	—	65/10	10	70	—	—	—	—	Y	—	—	—	—	\$10,000	Y	X	N	Y	Y	
95%	120	\$250,000	—	—	—	—	80%	50%	50%	52½%	52½%	52/25	15	N	0/2½%	5/VAR	—	—	N	—	—	—	—	—	Y	N	Y	N	Y	
100%	365	\$2,500	—	—	—	—	—	40%	48%	58%	68%	62/10	10	70	10/100%	10/25%	100%	½	Y	—	—	—	—	\$4,000	Y	N	Y	N	N	
100%	120	—	\$100y	—	—	\$100y	—	—	50%	X	X	55/25	12	—	X	X	X	Y	—	—	X	X	X	\$25,000	X	X	Y	N	N	
100%	X	\$1 MILL.	X	X	X	X	X	X	X	X	X	50/28	X	70	X	X	X	X	Y	—	X	X	X	\$10,000	X	X	N	N	Y	
50%	365	80%	X	X	X	X	X	X	X	X	X	60/5	X	X	X	X	X	X	Y	X	X	X	X	X	X	X	Y	N	Y	
80%	90	\$1 MILL.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	Y	—	—	—	—	\$10,000	N	X	N	N	Y	
100%	Full	\$1 MILL.	100%	—	—	—	100%	50%	X	60%	80%	41/20	10	62	1/75%	—	50%	—	Y	—	—	—	—	\$50,000	N	N	Y	Y	N	
75%	X	X	—	—	—	—	—	50%	X	X	X	55/X	X	X	X	X	X	N	—	—	—	—	—	\$2,000	X	X	N	N	N	
100%	365	UNL	—	—	—	—	—	—	—	—	—	—	—	65	—	—	—	Y	—	—	—	—	—	\$10,000	N	N	N	N	N	
99%	X	80%	—	—	—	—	—	50%	60%	70%	74%	41/20	—	55	—	—	30%	30%	N	—	—	—	—	\$10,000	N	X	N	N	Y	
100%	X	UNK	—	—	—	—	—	25%	—	50%	—	55/20	X	—	X	X	X	Y	—	—	\$20	\$40	\$40	\$5,000	N	N	N	N	Y	
100%	X	X	X	X	X	X	X	10%	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	N	N	N
80%	60	\$1 MILL.	80%	80%	\$1,000	80%	100%	40%	50%	60%	70%	60/10	10	70	—	—	—	Y	—	—	—	—	—	\$10,000	N	N	N	N	Y	
100%	365	80%	—	—	—	—	—	50%	62½%	67½%	72½%	50/25	10	65	—/50%	5/1.5%	Wo. Comp.	VAR	N	—	—	—	—	\$20,000	N	N	Y	Y	Y	
100%	UNL	\$1 MILL.	—	—	—	—	80%	X	X	X	X	50/20	12	65	—/60%	5/30%	40-60%	40-60%	Y	—	—	\$100	—	\$12,000	N	N	Y	N	N	
100%	X	X	—	—	—	—	—	50%	60%	70%	75%	50/20	10	65	—/65%	—/50%	(50-75%)	—	Y	—	—	—	—	\$15,000	N	N	Y	N	N	
100%	91	\$1 MILL.	X	X	X	X	X	—	50%	—	—	55/25	X	—	X	X	X	Y	—	—	X	X	X	\$130,000	X	X	N	N	N	
100%	365	X	50%	50%	X	100%	100%	40%	50%	62½%	72%	52/25	15	—	—/72%	5/72%	\$250m	X	N	8½%	—	—	—	\$4,000	N	X	Y	N	Y	
100%	365	80%	80%	—	—	80%	100%	—	50%	75%	75%	50/20	12	65	—	—	—	N	—	—	—	—	—	\$10,000	N	X	Y	Y	N	
100%	720	UNL	100%	—	—	—	—	X	X	X	72%	48/20	X	—	X	X	X	N	—	—	—	—	—	\$10,000	Y	N	Y	Y	N	
100%	—	100%	—	—	—	100%	—	—	50%	50%	—	55/25	—	65	1/50%	1/50%	100%	50%	N	—	—	—	—	\$13,000	N	N	Y	N	N	
100%	120	\$250,000	100%	—	—	—	—	—	50%	—	—	55/25	12	60	1/100%	—	50%	50%	N	—	\$100	\$300	\$300	\$40,000	N	N	Y	Y	Y	
100%	UNL	\$1 MILL.	—	—	—	—	—	40%	60%	70%	80%	52/25	15	65	5/70%	1y/100%	70%	—	N	X	—	—	—	\$10,000	Y	N	N	Y	N	
100%	365	100%	—	—	—	—	—	—	50%	50%	50%	55/25	X	—	X	X	X	Y	—	—	—	—	—	\$50,000	X	X	N	Y	N	
100%	365	X	—	—	—	—	—	—	—	—	—	—	—	70	—	—	—	Y	—	—	—	—	—	\$5,000	N	X	N	N	N	
99%	X	X	—	—	—	—	—	50%	55%	60%	65%	45/20	10	55	X	X	X	N	—	—	—	—	—	—	—	N	N	N	Y	
80%	120	\$100,000	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	Y	—	—	—	—	—	\$5,000	N	N	N	N	N	
100%	90	\$250,000	—	—	—	—	—	50%	50%	50%	50%	55/25	X	X	X	X	X	N	—	X	X	X	X	\$4,000	N	N	Y	Y	Y	
80%	X	X	—	—	—	—	—	50%	60%	72%	74%	41/20	X	—	X	X	—	N	—	—	—	—	—	—	—	N	X	N	N	Y
100%	—	80/20	—	—	—	—	—	50%	60%	67½%	72%	48/25	15	N	5/72%	5/72%	X	N	—	—	5%	—	—	—	—	Y	X	Y	N	N
100%	—	\$80	80%	—	—	—	—	50%	—	—	—	55/10	—	65	—	—	—	Y	—	—	—	—	—	\$20,000	X	X	N	N	N	

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX												
POPULATION UNDER 10,000 (Continued)																									
*New Lenox, IL.....	9	—	29,923	—	—	—	—	23,129	24,377	—	—	17,763	22,318	X	40	Y	10/2	2	10-20	6/—	—	.05	\$150	ALL	
New Lexington, OH.....	6	—	19,000	—	—	—	—	—	17,246	—	—	12,168	13,374	2½	40	Y	8/3	1	10	14/40	X	—	\$300	—	
Northampton, PA.....	11	—	22,446	—	—	—	19,070	—	—	—	—	15,400	18,540	3	40	Y	13/2	—	12-24	10/X	—	.25/.30	FURN	\$50	
*Olney, IL.....	14	28,300	—	—	—	—	15,600	20,405	14,102	18,554	14,102	18,554	6	40	Y	10/2½	1	5-20	12/120	50%	Y	Full	Full		
Orange Village, OH.....	8	24,740	—	—	—	22,383	—	21,205	—	—	—	15,315	20,027	2	40	Y	7/1	1	10-15	15/UNL	33½%	—	\$250	\$150	
*Page, AZ.....	13	24,086	32,323	—	—	22,963	30,763	19,822	26,561	19,822	26,561	17,160	22,963	5	40	Y	9/1½	3	10-15	6/None	33½%	—	\$480	—	
*Paris, KY.....	16	18,574	19,489	—	—	14,622	15,350	13,291	13,977	—	—	11,544	12,667	1½	40	Y	—	—	15-18	12/82	—	—	100%	100%	
*Parkland, FL.....	6	22,000	23,800	—	—	19,000	22,500	17,880	18,650	—	—	15,980	—	—	40	Y	9/1½	—	5-15	12/36	—	—	—	—	
*Payson, AZ.....	12	20,028	—	—	—	17,268	—	16,044	—	—	—	15,132	19,308	5	40	Y	8/1½	—	10-20	12/60	—	—	\$480	—	
*Pepper Pike, OH.....	X	—	27,300	—	—	—	23,950	—	23,100	—	22,700	20,150	22,350	1	X	Y	10/X	—	10-20	(120)	—	—	\$400	\$350	
*Pleasant Ridge, MI.....	9	—	—	—	—	27,630	—	26,380	—	—	—	—	25,127	3	40	Y	12/2	3	10-25	12/120	120d	—	\$250	\$250	
Plymouth, IN.....	14	18,500	—	—	—	—	—	17,000	—	17,000	—	13,000	16,000	1	37½	Y	14/1½	—	5-15	10/X	X	—	\$600	X	
Point Pleasant, WV.....	10	—	20,000	—	—	—	11,700	—	11,400	—	11,400	9,600	10,200	1	40	Y	14/1½	—	10	15/X	—	—	—	—	
*Port Clinton, OH.....	11	—	21,312	—	20,112	—	—	—	19,212	18,612	19,212	18,012	18,612	2	40	Y	10/2½	1	10-25	15/None	—	—	\$300	—	
Portland, IN.....	10	16,056	—	—	—	—	—	14,400	—	14,400	—	13,252	13,752	1½	37½	Y	8/1	—	14-21	14/30	—	—	\$525	—	
*Pryor, OK.....	X	—	18,000	—	17,700	—	—	15,840	16,440	16,620	16,920	12,480	15,120	1	40	Y	9/1	—	15	15/15	—	—	\$720	—	
Rimersburg, PA.....	1	—	14,600	—	—	—	—	—	—	—	—	—	—	—	100	N	—	—	5-15	—	—	—	100%	—	
*Ripley, TN.....	21	—	17,208	—	13,680	—	—	—	13,032	—	—	10,620	12,324	3½	40	Y	8/X	—	7-14	X	—	—	—	\$360	—
*Riverside, IL.....	19	—	33,021	—	—	—	29,515	—	—	—	27,029	20,216	25,606	10	40	Y	8/1	—	15-30	—	—	—	VAR	—	
Rochester, PA.....	X	24,836	24,836	—	—	—	—	18,700	—	—	—	13,500	18,356	3	40	Y	10/1	2	10-25	7/7	—	—	—	\$275	—
*Round Lake, IL.....	9	—	20,798	—	—	—	—	18,558	19,246	—	—	16,315	19,436	11	42	Y	6/2	8	7-28	8/X	—	—	—	—	
Rushville, IN.....	13	16,000	16,000	13,900	13,900	—	—	13,600	13,600	13,900	13,900	13,000	17,000	20	38	N	8/1	—	8-28	12/—	—	—	—	\$450	—
*St. Marys, GA.....	13	23,000	—	20,352	—	18,698	—	17,172	—	15,594	—	13,356	15,594	1	48	Y	7/1	X	15-18	X/UNL	100%	—	—	—	
St. Marys, PA.....	7	—	21,528	—	—	—	—	—	—	—	—	18,116	19,383	2	40	Y	12/1½	2	5-20	15/75	—	—	—	—	
Sandy Twp., PA.....	5	20,331	—	19,664	—	—	—	—	—	—	—	14,263	19,096	2	40	Y	11/1½	2	10-25	X	33½%	—	\$350	—	
*Sanibel, FL.....	17	28,828	37,481	24,065	31,283	21,902	28,374	19,984	25,854	19,884	25,854	16,265	21,132	X	40	Y	10/2	1	5-15	120hr	25%	—	ALL	—	
Sea Girt, NJ.....	X	—	25,868	—	—	—	—	—	23,123	—	—	14,277	21,626	4	40	Y	11/1½	3	5-15	12/X	—	—	—	\$350	\$50
Shenandoah, PA.....	7	14,025	—	13,300	—	12,950	—	12,475	—	—	—	11,650	12,250	1	40	Y	9/1	4	10-20	18/120	—	—	—	\$300	QM
Shillington, PA.....	X	16,584	25,312	—	—	—	—	15,464	20,732	—	—	14,859	20,127	2½	40	Y	13/1½	2	5-30	30/150	—	—	—	—	
Sinking Spring, PA.....	3	—	20,300	—	—	—	—	18,500	—	—	—	12,500	16,500	3	40	Y	7/1½	2	5-20	12/40	—	—	—	\$1,200	—
Slatington, PA.....	4	—	17,164	—	—	—	—	—	—	—	—	12,250	15,838	4	40	Y	9/2	X	5-25	10/45	—	Y	100%	X	
Slippery Rock, PA.....	4	16,748	—	—	—	—	—	—	—	—	—	13,038	16,032	10	40	Y	8/1½	1	10-20	12/30	—	—	—	\$300	—
Smyrna, DE.....	11	18,428	27,206	—	—	—	—	13,769	20,321	13,104	19,344	11,876	17,555	23	40	Y	11/1½	—	12-21	12/100	—	—	—	—	
Snow Hill, MD.....	6	—	16,299	—	—	—	—	—	13,374	—	—	11,094	12,940	X	40	Y	15/1	3	10-15	X	—	—	—	\$50	—
Snyder Twp., PA.....	X	17,400	—	—	—	—	—	—	—	—	—	10,500	13,500	X	40	Y	7/1	1	5-14	5/—	—	—	—	\$150	—
*South Elgin, IL.....	13	17,543	27,400	—	—	—	25,288	—	23,174	—	—	15,775	21,580	5	40	Y	6/1	—	10-15	5/—	100%	—	—	UNL	—
Spencer, IN.....	5	12,480	—	—	—	—	—	—	—	—	—	11,440	—	—	40	Y	8/1½	—	6-26	12/30	—	—	—	—	X
Steelton, PA.....	10	—	22,875	—	—	—	—	17,875	19,875	—	—	13,000	18,900	20	40	Y	12/2½	X	5-20	15/120	—	—	—	FURN	FURN
*Sturgis, MI.....	15	—	24,300	—	—	—	—	—	20,696	—	20,696	16,286	19,510	4	40	Y	8/1½	1	5-25	X	X	—	—	Full	Full
Tamaqua, PA.....	10	18,500	—	—	—	—	—	16,240	—	—	—	—	15,830	—	40	Y	8/1	4	5-25	12/180	—	—	—	\$200	\$40
Tell City, IN.....	9	17,000	—	—	—	15,240	—	14,400	—	14,400	—	13,220	14,220	1	40	Y	8/1	—	7-15	5/30	50%	—	—	\$400	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL																				
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement													
80% 90%	365 X	X 100%	— 100%	— —	— —	— —	80% —	50% 50%	62% 60%	73% 70%	75% 75%	50/10 55/20	X X	— X	X/65% X	X/50% X	50% X	50% X	Y N	X —	— —	— —	— —	X X	N N	Y X	Y Y	N N	N Y													
100% 90% 100% 80% 100%	120 X X X 365	\$1 MILL. \$250,000 X \$100,000 100%	— 100% — 80% —	— 80% — 80% —	— X — — —	— — 60% 80% —	100% 80% — 80% —	— 50% 30% 5.8% X	50% 57½% 60% — X	50% 65% 67½% — X	50% 50% 76% — X	55/25 50/20 48/25 —/20 51/30	12 10 5 20 X	60 — — — 65	— —/65% 5/76% X X	— —/50% 5/76% X X	— 65% X X —	50% — X X —	N N N Y Y	— — — X X	— — — — —	— — — — —	— \$47,000 \$7,000 — \$5,000 \$5,000	X N X N N	N X Y N N	Y X N N N	Y Y N N N	N Y														
100% 87% 100% 100% 80%	UNL X 120 X 365	\$1 MILL. \$1 MILL. — \$50,000 —	— 100% — 80% —	— — — 80% —	— \$1,595 — None —	— — — 80% —	— 87% — \$20 —	50% 50% X 34% 50%	55% 60% X 42½% 65%	65% 60% X 51% 74%	75% 60% X 59½% 74%	65/10 X 52/25 55/25 55/20	10 X X 10 X	65 70 X — 55	— 5/50% X — 2/50%	— 5/50% X — 2/50%	— 66% X — 30%	— 66% X — 30%	Y Y N N N	— X — — —	— — — — —	— — — — —	— \$5,000 \$10,000 \$10,000 1xSAL \$5,000	N N N N N	N X X N X	N N Y N N	N N N N Y															
100% 100% 100% 100%	60 X 30 —	X X \$250,000 \$100,000	50% 100% — 100%	— 50% — —	— None — —	— 100% 100% —	100% 100% 80% —	— — 80% —	60% — 50% 50%	60% 50% 60% 62½%	60% 72% 70% 75%	55/20 52/25 55/20 X/10	X X 20 X	65 70 60 70	5/40% X 1/55% X	X X 1/55% X	— X 30% 100%	— X 30% X	N N N Y	— X — —	— — — \$300	— — — \$600	— — — —	— \$20,000 \$2,000 \$5,000 \$10,000	N N N Y	N N N N	Y Y N N	Y Y N N														
60% 100% 100% 100% 85%	365 180 365 X 365	UNL 80% X X X	— — 100% — 85%	— — — — —	— — — — —	— — — — —	— 80% — \$10 X	50% 50% — X 50%	60% 60% 50% X 60%	75% 75% 50% X 70%	75% 50/20 55/25 X —	55/15 50/20 55/25 55/15 41/20	5 10 12 X X	— 65 65 — 65	X —/UNK — X 1/50%	X 10/50% — X 1/50%	X 50%+ — X X	X 50%L — X X	Y N N Y N	— — — X —	— — — X —	— — — X —	— \$5,000 \$25,000 X \$10,000	— Y N N N	Y N N N X	N Y Y Y N	N N Y Y N															
87% 100% 100% 100%	120 365 X X	UNL \$250,000 — \$250,000	— — — 100%	— — — VAR	— — — —	— 100% — —	— 100% — 85%	— — — 60%	X 50% X 60%	X 50% X 75%	X 50% X 90%	55/10 55/25 55/25 50/5	1 12 5 X	X 70 — X	X UNK X X	X UNK X X	X UNK — —	X UNK X X	Y Y Y Y	— — — —	— \$600 — —	— — X X	— — X X	— \$10,000 \$20,000 1xSAL X	N N X X	X N X X	N N N N	Y Y Y X														
100% 100% 100% 100%	120 X 120 14 120	\$25,000 \$250,000 X X \$100,000	100% — — — 100%	80% — — — —	— — — — —	100% 100% — — —	100% Y — — —	— — 50% — —	50% 50% 50% 50% 50%	55% X 50% — —	60% X 50% — —	50/25 55/25 60/25 55/25 55/25	12 12 10 10 —	70 — 65 65 X	1/50% X —/40% — X	— X X — X	25% X 25% — X	— X 25% — X	N N Y N N	— X — — X	— X — — X	— X — — X	— \$15,000 \$40,000 \$7,000 \$10,000 \$15,000	Y N N Y Y	Y N N Y X	Y Y Y Y Y																
85% 100% 100% 100%	X 365 X UNL X	— \$1 MILL. X UNL X	— — — — X	— — — — X	— — — — X	— — — — X	— — — — X	40% X — — X	50% X 50% — X	60% X X X X	70% X X X X	55/10 62/20 55/25 —	10 5 12 —	— 70 — —	— X 1/80% —	— X 1/80% —	— X — — X	— X — — X	Y Y Y Y	— — — — X	— — — — X	— \$15,000 1xSAL \$30,000 \$6,000	N N Y Y	N N N Y	N N Y N	N N Y N																
(Police & Fire Pension Plan (State Indicated))																X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
100% 100% Y 100%	X 365 X UNL	X \$1 MILL. Y 90%	Part. 90%	Part. 75% Y	Part. 500 N	Part. — Y	Part. 80% N	— X 50%	50% X —	— X —	— X —	55/25 55/10 55/25 55/20	— 10 X —	70 70 65 60	X/50% X X/50% X/50%	X X X X/50%	X X X 30+10%	X X X 30+10%	Y Y N N	25% — — —	\$500 — X —	\$1,000 — X —	— — X —	— \$43,000 \$5,000 \$10,000	X N X N	X X Y N	Y X Y Y	Y Y Y Y	N N N N													

No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	Years Min to Max										

POPULATION UNDER 10,000 (Continued)

Tipp City, OH	10	18,000	25,500	—	—	—	—	15,912	24,086	—	—	16,037	20,592	5	40	Y	9/1½	4	10-25	15/UNL	25%+	.20/.40	\$300	—	
Tipton, IN	9	—	18,000	—	15,860	—	—	14,360	16,060	—	—	12,850	13,310	X	40	N	7/1	X	6-12	15/90	X	X	\$700	X	
Tombstone, AZ	6	18,000	20,000	—	—	—	—	—	—	—	—	11,275	14,300	4	40	Y	9/2	X	10-20	12/60	—	—	\$200	—	
Trinidad, CO	17	18,000	24,000	14,000	—	—	—	13,000	—	Rank	—	12,800	14,125	1	40	Y	12/2	—	12-30	12/90	50%	5%/10%	\$400	—	
Twinsburg, OH	17	28,616	UNK	—	—	26,313	27,249	19,678	24,148		—	17,878	21,829	6	40	Y	11/1	2	10-25	15/—	25%	.21/.31	\$450	—	
Upper Sandusky, OH	9	15,019	16,687	13,581	15,880	13,302	14,780	—	—		—	12,749	14,165	1	42	Y	9/1	—	10-25	15/UNL	30d	—	\$200	—	
*Velda Village, MO	7	—	13,400	—	—	—	13,224	—	12,960	—	—	12,110	12,610	1	40	Y	7/1	—	14	(320)	—	—	\$600	—	
*Vernon Hills, IL	16	—	34,500	—	—	—	—	26,312	30,264	—	—	19,053	26,312	6	40	Y	7/1	2	10-25	12/90	—	—	\$250	—	
Walnutport, PA	7	—	16,848	—	—	—	—	—	—	—	—	12,480	—	—	40	Y	12/2	2	10-25	10/30	—	Y	\$200	—	
Waynesboro, PA	15	—	23,800	—	—	—	—	—	20,800	—	—	14,827	16,269	8	40	Y	—/1	12	10-20	12/90	50%	—	100%	—	
West Reading, PA	7	—	23,078	—	—	—	—	—	21,030	—	—	16,880	19,880	2	40	Y	13/2½	—	5-20	15/180	—	—	100%	\$200	—
*Woodson Terrace, MO	12	23,471	—	18,900	—	17,336	—	—	—	—	—	14,815	16,476	5	40	N	12/1	—	5-20	30/30	—	—	—	—	
*Wyomissing, PA	12	—	27,515	—	—	—	—	—	20,635	—	19,444	17,032	19,444	3	40	Y	9/1	4	7-20	30/150	—	—	100%	—	

STATE POLICE

*Alaska State Police	X	60,360	82,560	46,800	63,636	44,508	60,360	41,666	58,044	41,666	58,044	35,976	50,112	13	37½	Y	11/2	X	24-36	—	—	3.75/7.50	\$600P	\$45m
*Arkansas State Police	480	23,062	37,310	16,822	28,080	15,808	26,442	14,846	24,752	12,246	23,036	12,246	23,036	14	40	N	12/1	—	12-22	12/90	—	—	\$1,200	—
*California Highway Patrol	5,143	44,796	54,024	35,568	42,804	29,652	35,568	25,884	31,032	—	—	22,164	26,472	5	40	Y	11/1	1	10½-21	5/None	—	—	\$350	—
*Colorado State Police	519	39,576	53,028	31,008	41,556	26,784	35,892	23,148	31,008	—	—	18,144	24,300	10	40	N	11/1	—	12-21	15/UNL	X	—	\$100	—
*Delaware State Police	436	—	—	28,752	31,423	26,205	29,891	24,222	28,037	19,125	26,719	18,416	24,210	19	40	Y	12/1	1	15-25	15/120	50%	\$500y	\$550	Pd
*Idaho State Police	146	35,856	—	24,555	32,928	22,279	29,858	18,333	24,555	—	—	15,075	20,212	X	40	N	9/1½	—	12-20	12/UNL	X	—	—	—
*Illinois State Police	1,948	31,560	38,556	29,436	36,168	26,268	34,164	23,376	32,220	—	—	18,444	30,348	20	40	N	12/1	510	10-25	60/UNL	100%	—	—	—
*Louisiana State Police	887	—	—	23,616	33,156	21,528	31,260	18,096	25,356	17,052	24,852	14,964	24,852	10	40	Y	8/1½	—	12-24	UNL	X	—	\$600P	\$650
Maryland State Police	1,500	48,000	—	25,054	32,910	24,700	30,616	18,846	24,757	—	—	15,975	20,986	6	40	Y	14/1	3	10-25	15/UNL	—	.25	\$350	\$175
*Massachusetts State Police	832	37,798	47,342	25,325	30,252	22,120	26,423	19,412	23,187	23,667	28,272	17,114	20,443	7	40	Y	11/1	5	10-25	15/UNL	20%	—	\$500	Y
*Michigan State Police	2,092	—	—	31,675	46,625	22,884	42,344	27,582	28,939	Rank	—	20,796	25,285	4	40	Y	11/1½	—	15-25	13/UNL	50%	5%/5%	\$500	\$250
*Missouri Highway Patrol	835	25,164	41,578	20,940	34,397	19,956	32,724	18,972	31,051	—	—	16,692	28,297	35	40	N	11+1/1	—	15-21	15/—	—	—	\$480	—
Nebraska State Patrol	394	—	—	22,624	31,674	21,046	29,465	18,212	25,497	—	—	14,660	22,064	X	45	Y	11/1	—	12-20	12/180	—	—	FURN	\$1,200
*Nevada Highway Patrol	183	28,319	38,817	22,752	30,950	21,797	29,605	20,887	28,319	—	—	19,184	25,918	7	40	Y	11/1½	—	15-20	15/UNL	—	5%	\$550	—
*New Mexico State Police	381	38,340	48,156	29,088	32,400	25,668	28,560	22,692	25,224	17,088	23,520	15,888	22,320	10	45	N	10/1	1	15-24	30/180	—	—	\$480	—
*New York State Police	3,443	38,031	38,031	35,323	35,323	33,020	33,020	27,415	27,415	26,155	26,155	14,831	23,388	20	40	Y	11/1	5	20-25	13/225+	VAR	Y	—	—
*North Carolina Highway Patrol	X	34,404	50,568	22,488	32,856	20,448	29,880	17,880	27,920	—	—	14,256	23,556	9	40	N	10/1½	—	10-24	12/UNL	—	Y	—	—
*North Dakota Highway Patrol	99	—	—	21,600	31,644	21,600	31,644	17,784	26,052	—	—	16,128	23,628	10	40	Y	9/1	—	12-24	12/X	—	—	—	\$80
*Pennsylvania State Police	3,754	41,250	41,250	28,616	32,978	25,076	28,616	23,034	26,205	—	—	15,711	23,034	25	40	Y	14/2	3	10-25	15/240	30%	5%	—	\$400
*Tennessee State Police	552	26,364	39,972	18,348	27,588	15,792	21,504	13,548	18,840	—	—	11,532	16,404	—	42½	Y	12/1	—	12-24	12/UNL	—	—	—	—
*Utah Highway Patrol	X	39,568	47,001	28,418	34,932	25,599	31,466	22,697	27,917	—	—	16,036	25,077	7½	40	Y	11/1	13+	13-19½	13/None	—	—	\$520	—
*Vermont State Police	256	32,159	53,549	26,835	44,509	22,798	37,470	20,426	33,122	17,265	27,688	15,363	24,502	X	47½	Y	12/1½	VAR	12-21	VAR/UNL	50%	.40	FURN	\$100
*West Virginia State Police	557	39,375	—	22,260	25,260	20,916	23,916	18,660	21,660	—	—	15,564	19,392	32	42	Y	15/1	—	15-30	18/—	—	—	—	—
*Wisconsin State Police	X	34,989	48,636	24,787	34,451	21,044	29,248	19,397	26,586	—	—	15,589	23,339	10	40	Y	10½/1½	2	10-25	13/X	—	X	FURN	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL				Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement			
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits		Master's Degree	Choice of Counsel				Limitation on Fee		
100%	365	\$250,000	80%	—	60%	—	—	—	60%	70%	72%	48/25	15	—	5/72%	5/60%	100%	\$250	N	—	—	—	—	\$10,000	N	N	Y	Y	Y		
100%	365	X	X	X	X	X	80%	50%	58%	70%	80%	55/20	X	X	X	X	X	X	N	—	X	X	X	X	X	X	X	X	X		
80%	UNL	UNL	—	—	—	—	80%	—	—	—	—	65/20	20	—	—	—	—	—	X	7%	—	—	—	\$10,000	Y	N	N	N	N		
100%	45	\$250,000	—	—	—	—	—	50%	50%	50%	50%	55/20	—	55	—	—	—	—	N	—	—	—	—	\$2,000	N	N	N	N	N		
100%	X	X	80%	—	—	—	100%	(Covered under State Pension Plan)							—	—	—	—	—	—	—	—	X	X	X	X	N	X	Y	N	Y
100%	365	100%	—	—	—	—	—	—	60%	66%	X	52/25	15	—	X	X	X	X	N	—	—	—	—	—	—	N	Y	Y	N	Y	
100%	365	X	100%	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	Y	—	—	—	—	\$20,000	N	Y	N	N	N		
—	—	—	—	—	—	—	—	50%	60%	70%	75%	50/20	—	—	—	—	—	—	N	—	—	—	—	—	—	N	N	Y	X	Y	
100%	X	X	—	—	—	—	—	—	50%	—	—	55/25	12	—	—/80%	—/80%	X	X	Y	—	—(\$300 per yr.)—		—	—	—	N	N	Y	Y	N	
100%	90	X	—	—	—	—	90%	—	50%	X	X	55/25	X	65	10/50%	—	50%	—	N	—	X	X	X	\$20,000	X	X	Y	Y	Y		
100%	X	X	(\$250 MAX.)					—	50%	—	—	55/25	12	—	—/40%+	—	—	—	N	—	—	—	—	\$25,000	N	N	Y	Y	N		
100%	X	X	—	—	—	—	—	20%	25%	30%	35%	55/10	—	—	1/35%	5/5%+	35%	5%+	Y	—	—	—	—	\$16,000	Y	N	N	N	N		
100%	180	100%	—	\$300	X	X	X	—	50%	—	—	55/25	—	—	5/35%+	—	50%	25%	N	—	—	—	—	\$25,000	N	N	Y	Y	N		
90%	UNL	\$250,000	70%+	—	—	90%	90%	45%	57½%	70%	82½%	—/20	5	—	—/40%	5/2%y	40%	X	N	—	X	X	X	\$2,000	N	X	X	Y	Y		
100%	120	\$1 MILL.	—	—	—	—	80%	50%	60%	65%	65%	50/20	10	65	X	X	VAR	—	Y	—	—	—	—	VAR	N	N	N	N	Y		
100%	VAR	\$1 MILL.	100%	—	VAR	—	80%	40%	67½%	75%	75%	50/5	5	60	—/50%	5/9%+	50%	X	N	—	—	—	—	\$5,000	N	X	Y	Y	Y		
42½%	—	—	—	—	—	—	—	50%	(+ 1% over 20 to 70%)	—	—	55/20	X	70	—/50%	5/50%	—	—	N	—	—	—	—	\$3,800	N	Y	Y	N	Y		
100%	120	\$50,000	—	—	—	—	—	50%	62½%	—	—	VAR	1025y	—	—/75%	—/50%	75%	50%	N	—	—	—	—	\$50,000	N	Y	N	Y	Y		
100%	365	\$1 MILL.	—	—	—	—	80%	18%	50%	60%	70%	50/20	5	—	10/100%	10/100%	X	X	Y	—	—	—	—	1xSAL	Y	N	Y	N	N		
80%	UNL	80%	—	—	—	—	80%	47½%	68¾%	75%	75%	50/25	X	60	—/75%	1½/50%	75%	30%L	X	X	—	—	—	½xSAL	Y	N	N	N	Y		
50%	120	\$500,000	—	—	—	—	—	60%	75%	90%	90%	50/10	20	65	—/VAR	5/VAR	75%	25%+	N	—	—	—	—	—	Y	Y	Y	N	Y		
90%	UNL	\$50,000	—	—	—	80%	\$20	—	55%	60%	66%	—/25	17	60	2/66%	10/33%	(50% of Pension)		Y	—	—	—	—	—	N	N	Y	N	Y		
80%	120	\$50,000	—	80%	—	80%	80%	50%	55%	60%	—	39/20	20	50	—/72%	15/50%	100%	66%	N	—	10%	20%	25%	—	Y	Y	N	Y	Y		
100%	365	80%	90%	VAR	\$1,000	—	\$20	40%	50%	50%	50%	—/25	10	56	—/50%	15/2%y	50%	2%yL	N	—	—	—	—	1½xSAL	N	N	Y	Y	N		
100%	365	\$100,000	—	—	—	—	—	33%	42%	50%	58%	55/5	10	60	—/50%	1/VAR	—	—	Y	—	—	—	—	\$5,000	Y	Y	N	N	Y		
70%	365	\$250,000	—	—	—	—	—	50%	62½%	75%	75%	50/20	X	60	—/50%	—/50%	50%	50%	N	—	—	—	—	\$10,000	N	X	N	N	N		
80%	—	\$1 MILL.	80%	50%	—	100%	80%	50%	82½%	75%	75%	—/10	10	—	10/25%	10/25%	12½%+	12½%+	N	—	—	—	—	\$10,000	Y	N	Y	N	Y		
60%	70	\$250,000	60%	—	\$1,000	60%	60%	—	62½%	75%	87½%	—/25	25	61	—/62½%	10/25%	50%	—	N	—	—	—	—	—	Y	Y	Y	N	Y		
90%	365	\$100,000	100%	100%	\$1,200	100%	90%	50%	58½%	66½%	75%	—/20	10	55	—/50%	5/50%	VAR	VAR	Y	—	\$25	\$50	\$100	—	Y	Y	N	Y	Y		
80%	—	\$500,000	—	—	—	—	80%	—	—	100%	100%	50/15	5	62	1/60%	5/60%	—	—	Y	40%	—	—	—	—	—	Y	N	N	N	Y	
100%	365	\$500,000	—	—	—	—	—	80%	100%	+ 1¼%	+ 1¼%	55/15	15	60	X	X	50%	50%	X	—	—	—	—	—	—	N	N	N	N	N	
100%	365	\$100,000	100%	100%	\$800	100%	100%	40%	50%	60%	70%	—/10	10	60	—/70%	16¾/70%	70%	50%	N	—	—	—	—	1xSAL	Y	Y	N	Y	Y		
60%	70	\$350,000	—	—	—	—	—	45%	56%	68%	75%	50/25	X	60	5/90%	5/90%	VAR	VAR	Y	—	—	—	—	60%	N	Y	N	Y	Y		
80%	UNL	\$100,000	—	—	—	—	80%	40%	50%	55%	60%	50/25	4	—	10/40%	—	19%	—	Y	—	—	—	—	\$16,000	N	N	N	N	Y		
75%	400	80%	100%	—	\$500	—	\$500	50%	50%	50%	50%	55/20	10	55	—/50%	10/50%	50%	50%	Y	—	—	—	—	X	Y	X	N	Y	N		
100%	365	\$50,000	—	—	—	—	80%	X	X	X	X	50/20	—	55	—/5.8%y	20/4½%y	100%	2¼%y	N	—	—	—	—	\$4,000	Y	Y	N	N	Y		
90%	365	\$250,000	—	—	\$650	X	Y	36%	45%	54%	63%	50/20	—	70	X to 50%	—	—	—	Y	X	—	—	—	—	X	Y	N	Y	Y		

MISCELLANEOUS

Adams County Sheriff's Dept., CO.	149	46,000	46,000	25,980	37,344	23,172	33,312	21,888	31,464	19,524	28,068	17,412	25,032	10	40	Y	13/1½	—	10-20	15/90	100%	—	—	\$175P	—
*Allegheny Co. Sheriff, Pittsburgh, PA108	31,748	—	27,130	—	23,430	24,648	22,127	—	20,115	—	16,872	20,115	2	40	Y	13/2½	—	10-25	14/70	100%	—	—	\$300P	\$250	
*Anaconda County, MT.	16	—	25,000	—	19,896	—	19,596	—	19,296	—	17,208	18,996	5	40	Y	11/1½	—	12-24	12/X	—	—	\$25	—	\$100	
*Anne Arundel Co., Millersville, MD.	444	32,410	43,753	30,757	39,068	26,662	33,842	21,232	26,780	16,837	21,232	16,837	21,232	6	40	Y	15/1	—	10-25	X	—	—	\$240	\$200	
Baltimore City & Co. Fed. Police, MD.	45	34,930	45,406	22,307	29,003	20,256	26,331	16,559	21,527	16,559	21,527	13,369	17,383	20	40	Y	9/2	—	13-26	10/X	100%	10%	Full	Part.	
*Baltimore Co. Police Dept., MD.	1,026	—	48,000	25,345	32,011	22,070	27,811	20,130	25,345	16,408	20,450	16,088	20,130	5	40	Y	—/1	—	10-20	15/UNL	—	.50	\$375	—	
Baltimore Co. Sheriff's Dept., MD.	37	22,369	28,103	19,377	24,613	17,630	22,369	16,136	20,792	—	—	15,430	19,377	5	35	Y	9/1½	6	12-30	15/UNL	25%	10%	—	—	
*Birmingham Sheriff, AL.	367	29,078	35,318	25,106	30,555	20,654	25,106	17,888	21,715	17,888	21,715	14,706	18,741	5½	40	Y	10/1	X	12-24	12/60	—	—	\$240	X	
*Bisbee-Sheriff, AZ.	63	—	—	18,657	29,099	17,326	27,019	15,308	23,373	14,227	22,172	14,227	22,172	8	40	Y	10/1½	—	12-20	12/90	—	—	\$480	—	
*Brookdale College Polic, Lincroft, NJ.	14	—	—	19,704	28,232	16,179	23,296	12,867	18,015	—	—	11,169	16,373	8	40	Y	11/1½	5	10-20	15/UNL	—	—	\$310	100%	
*Chicago-Metro, Sanitary Dist. Pol., IL.	66	26,130	28,351	—	—	28,626	28,626	24,908	29,900	—	—	21,300	21,300	—	40	Y	11/1	3	10-20	15/UNL	33%	—	—	—	
Cobb Co. Marietta, GA.	257	19,510	30,181	16,016	24,898	14,518	22,672	13,208	20,530	12,605	19,510	12,064	18,533	9	40	Y	9/2	—	10-20	13/150	38%	—	\$300	—	
Delta Co. Sheriff, MI.	16	28,000	—	—	—	—	—	18,000	—	—	—	13,200	17,100	3	40	Y	12/3	—	12-30	12/90	50%	.12	\$200	\$100	
*Dept. of Corrections, AL.	X	50,000	50,000	18,678	28,288	16,931	25,688	14,591	20,592	16,931	25,688	11,689	20,592	6	40	Y	13/1½	13	13-32½	13/None	X	—	—	—	—
*Dept. of Defense, Great Lakes, IL.	53	23,566	30,640	—	—	15,922	20,701	14,328	18,630	14,328	18,630	11,940	16,706	20	40	Y	12/2	—	13-26	13/NA	100%	10%	\$125	—	
Franklin/Williamson Co. Sheriff, TN.	21	—	32,000	—	18,000	—	16,560	—	15,070	—	15,790	14,030	14,580	3	50	Y	9/1	—	12-24	12/120	X	—	\$200	—	
Gaylord Sheriff, MI.	12	—	19,250	—	—	—	18,975	—	18,975	—	18,975	14,000	18,250	X	40	Y	13/1½	X	10-20	12/100	75%	—	\$400	—	
*Glynn Co., Brunswick, GA.	78	30,243	46,904	19,489	30,243	17,680	27,435	16,036	24,897	14,539	22,568	11,980	19,489	23	40	N	4/2	—	5-25	12/UNL	—	—	\$300	\$300	
*Hall Co. Sheriff, Gainesville, GA.	X	—	—	16,764	22,547	14,456	19,448	13,083	17,617	12,459	15,764	11,273	15,184	5	40	N	7½/1	—	6-18	18/90	—	—	X	X	
Henrico County, VA.	321	33,794	51,533	25,508	38,897	22,161	33,794	19,253	29,360	—	—	14,532	22,161	12	40	Y	11/1	—	13-19	X	—	—	\$600P	—	
*Henry County, Martinsville, VA.	67	29,782	29,782	15,213	20,791	13,921	19,011	12,731	17,390	—	—	11,195	15,293	8	40	N	11/1	—	12-18	12/—	—	—	X	X	
Hunterdon Co. Sheriff's Dept., NJ.	10	—	—	—	—	—	—	—	—	—	—	14,775	28,428	X	40	Y	13/2½	4	12-26	15/UNL	—	—	—	\$325	
Jacksonville City/Co./Sheriff, FL.	762	—	—	30,420	34,380	26,472	29,892	21,948	25,992	16,536	22,596	16,536	22,596	20	40	Y	10/1½	X	20-35	1/20	2%	—	\$480	\$218	
*Jacksonville University Police, AL.	11	—	—	—	—	—	—	10,857	15,204	—	—	19,422	13,166	7	40	Y	15/1	X	12-18	VAR	—	—	—	—	—
Jefferson Co. Sheriff Dept., IN.	9	—	15,956	—	15,956	—	15,093	—	—	—	—	—	14,413	—	48	N	6/X	—	14-42	X	X	X	\$600	—	
*Kalkaska Co. Sheriff Dept., MI.	13	—	—	—	—	—	—	17,125	—	—	—	13,755	16,625	3	40	Y	8/1½	1	6-15	12/60	50%	—	—	—	—
Lawrence Co. (Bedford), IN.	11	15,500	15,500	—	—	—	—	—	—	—	—	9,950	14,550	10	40	N	—	—	14	24/48	—	—	—	—	—
Lyndon Sheriff, KS.	14	—	17,232	—	13,344	—	—	—	12,348	—	—	11,004	12,348	1½	40	N	9/1	X	6-12	6/36	X	X	X	\$180	
*Maricopa Co. Sheriff, Phoenix, AZ.	375	34,257	48,276	29,452	41,496	26,665	36,067	24,273	32,843	—	—	18,844	25,500	VAR	40	Y	10/2	—	10-20	VAR/UNL	—	.35	\$300	—	
Marion Co. Sheriff, IN.	465	—	20,750	—	23,645	—	22,069	—	20,966	—	—	14,859	19,628	2	40	Y	10/1	3	10-25	(90d)	—	.30	—	—	—
Marshall Co., Plymouth, IN.	13	18,200	—	17,600	—	17,400	—	17,200	—	17,400	—	—	—	—	48	Y	6/1	—	12-18	13/39	X	X	\$600	X	
Morgan Co. Sheriff, IN.	10	16,350	—	15,350	—	—	—	15,100	—	12,800	14,850	—	—	1	40	N	12/1	—	10	11/—	—	—	\$600	—	
*Nassau Co. Sheriff's Off., FL.	34	19,500	21,300	17,100	19,800	15,300	19,500	14,400	16,500	14,400	16,800	12,900	15,900	X	40	—	7/1	—	12	X	—	—	—	—	—
*New Jersey State Univ. Police, Newark19	27,380	36,966	23,650	31,932	21,152	27,197	17,800	23,400	17,800	23,400	14,800	21,200	4½	40	Y	13/1½	5	15-25	15/UNL	—	—	—	—	\$125	—
*Pa. State Capitol Police.	74	—	—	22,804	29,669	20,822	27,123	18,319	23,764	—	—	14,480	18,319	6	40	Y	13/1½	3	10-26	15/200	35%	.35	—	100%	—
*Pa. Liquor Control Board.	225	—	—	—	—	—	—	—	—	—	—	14,000	25,000	6	40	N	14/X	3	8-25	15/200	30%L	—	—	—	—
Papillion - Sheriff, NB.	49	—	—	22,568	30,243	20,467	27,435	18,574	24,876	17,680	23,691	16,036	21,486	8½	40	Y	11/2	—	7-17	12/90	25%	—	\$540	—	
Perry Co. Sheriff, Cannelton, IN.	4	—	14,872	—	13,145	—	12,562	—	11,979	—	—	—	—	—	40	N	—	—	14	X	—	—	—	—	—
Porter Co. Sheriff, Valparaiso, IN.	36	22,472	—	21,942	—	21,224	—	20,617	—	20,617	—	14,800	20,000	2	46	N	14/1	5	10-16	30/365	—	—	FURN	—	—
*Prince William Co., VA.	193	35,277	X	26,323	40,449	22,738	34,941	19,642	30,182	16,967	26,072	16,159	26,072	11	40	Y	12/1½	—	X	13/—	—	—	Y	\$450	—
*Rhode Island State Marshals.	35	21,661	24,613	15,517	17,732	14,602	16,472	—	—	—	—	14,206	15,942	3½	40	Y	11/1	3	10-28	15/120	—	—	—	\$260	—

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		EDUCATIONAL			LEGAL								
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service	Social Security	% of Write-Off Against Pension	60 Credits	120 Credits	Master's Degree	Amount of Life Insurance Provided by Employer	Choice of Counsel	Limitation on Fee	Civil Service Status	Collective Bargaining	Residency Requirement	
80%	365	UNL	80%	50%	\$1,000	—	80%	X	X	X	X	55/5	5 65	—/80%	1/80%	—	—	Y	—	—	—	—	—	1xSAL	N	N	N	N	Y	
100%	365	\$250,000	90%	90%	\$500	—	—	50%	50%	50%	50%	60/20	8 N	8/100%	12/40%	100%	90%	Y	—	—	—	—	—	\$20,000	Y	N	Y	Y	Y	
Y	X	X	20%	—	X	20%	20%	50%	55%	60%	65%	—/20	— 65	—/50%	—	50%	X	N	—	—	—	—	—	\$2,000	N	X	N	Y	Y	
93%	70	\$25,000	100%	—	—	100%	—	50%	60%	70%	70%	50/20	20 —	—/66 2/3%	—/20% +	66 2/3%	VAR	N	—	—	—	—	—	\$4,000	Y	N	Y	Y	N	
80%	365	100%	80%	—	—	—	—	—	—	60%	X	55/30	X 70	—/40%	X	—	X	Y	X	X	X	X	X	\$10,000	Y	Y	Y	N	Y	
90%	70	\$200,000	66%	—	50%	100%	—	42%	52%	62%	72%	—/20	10 70	1/66%	5/50%	100%	VAR	N	—	—	—	—	—	X	N	N	Y	Y	N	
90%	70	\$100,000	67%	80%	\$750	—	—	36%	45%	54 1/2%	64%	60/20	10 70	—/66 2/3%	X	—	Pension	—	Y	X	—	—	—	\$10,000	N	N	Y	N	N	
80%	X	\$1 MILL.	—	—	—	—	—	40%	50%	60%	66%	55/20	X 70	X	X	X	X	X	X	X	5%	10%	10%	2xSAL	X	X	Y	X	Y	
100%	—	\$250,000	—	—	—	—	80%	50%	55%	60%	60%	—/20	10 —	—	X	—	66 2/3%	—	Y	—	—	—	—	\$5,000	X	X	N	N	Y	
100%	X	\$100,000	50%	50%	\$500	—	—	X	X	X	X	55/25	10 70	—/67%	10/40%	X	X	Y	X	X	\$375	—	—	1 1/2xSAL	X	X	N	Y	N	
100%	UNL	UNL	80%	—	—	—	—	65%	70%	75%	75%	48/15	10 70	—/75%	4/50%	75%	50%	N	—	—	—	—	—	\$2,000	N	X	Y	Y	Y	
80%	70	\$150,000	—	—	—	—	80%	—(VAR. - yrs. & age & salary) —	65/10	10 —	—/60%	—/60%	—	—	—	—	—	Y	—	—	—	—	—	\$12,000	Y	N	Y	N	N	
80%	180	80%	80%	—	50%	—	—	X	X	X	X	60/10	10 65	X	X	—	—	Y	X	—	—	—	—	\$5,000	Y	N	N	Y	Y	
X	X	X	—	—	—	—	—	40%	50%	60%	72%	50/10	10 70	10/20%	10/20%	Same	Same	Y	X	—	—	—	—	—	N	X	Y	N	Y	
100%	365	\$1,500	100%	80%	\$500	—	—	35%	40%	50%	55%	20/62	20 —	1/80%	—	—	—	N	—	—	—	—	—	\$5,000	N	N	Y	N	N	
100%	—	100%	—	—	—	—	—	—	—	75%	85%	60/30	10 —	7/50%	—	—	—	Y	—	—	—	—	—	\$10,000	N	N	N	N	Y	
100%	365	X	—	—	—	—	100%	X	X	X	X	55/X	X X	X	X	X	X	Y	X	X	X	X	X	\$14,000	Y	N	N	Y	N	
100%	X	X	—	—	—	100%	100%	20%	25%	30%	30%	65/10	10 65	—(Same as Retire.)	—	—	—	Y	—	—	—	—	—	\$7,000	N	N	N	N	N	
100%	—	\$1 MILL.	—	—	—	—	—	X	X	X	X	5 65	—	X	X	X	X	Y	X	—	—	—	—	\$5,000	N	X	Y	N	N	
X	365	X	—	—	—	—	—	X	X	X	X	55/30	— 62	X	X	X	X	Y	—	X	X	X	X	X	X	Y	X	N	N	
100%	120	\$1 MILL.	—	—	—	—	—	33%	41 1/4%	49 1/4%	57 1/4%	55/5	5 60	X	X	X	X	N	—	—	—	—	—	40%	X	X	X	X	Y	
100%	X	X	—	—	—	\$20	\$100	50%	55%	60%	65%	X/20	10 70	—/66 2/3%	5/40%	X	X	Y	X	—	—	—	—	3 1/2xSAL	X	X	Y	Y	Y	
100%	365	\$300,000	—	—	—	—	80%	—	60%	65%	65%	50/25	10 65	—/50%	—/50%	66 2/3%	66 2/3%	X	X	\$480	\$960	—	—	\$10,000 +	N	N	Y	Y	N	
100%	365	\$20,000	—	—	—	—	80%	40%	50%	60%	70%	60/10	10 70	3/60%	3/60%	X	X	Y	—	—	—	—	—	2xSAL	X	X	N	N	N	
—	—	—	—	—	—	—	—	50%	50%	50%	50%	55/20	X 55	20/50%	X	X	X	Y	X	X	X	X	X	X	X	X	X	X	X	
100%	X	X	—	—	—	—	100%	33%	40%	X	X	55/X	X X	X	X	X	X	Y	X	—	—	—	—	X	X	X	N	Y	Y	
100%	365	100%	—	—	—	—	—	38%	45%	50%	100%	50/15	10 65	—/50%	5/50%	50%	50%	Y	X	X	X	X	X	\$5,000	N	N	Y	N	Y	
X	X	X	X	X	X	X	X	X	X	X	X	X	X X	X	X	X	X	Y	X	X	X	X	X	X	X	X	X	X	Y	
100%	VAR	VAR	—	—	—	VAR	VAR	50%	55%	60%	60%	38/20	10 —	—/50%	20/50%	66 2/3%	66 2/3%	Y	X	—	—	—	—	\$10,000	N	X	N	N	X	
66%	X	UNL	—	—	—	—	—	50%	50%	50%	50%	45/20	10 65	—/50%	1/50%	50% +	VAR	Y	—	\$500	\$1,000	\$1,000	\$15,000	N	N	N	N	Y		
99%	X	X	75%	X	X	X	X	50%	X	X	X	55/10	10 70	1/X	X	X	X	Y	X	X	X	X	X	X	X	X	X	X	X	
80%	120	\$1 MILL.	—	—	—	—	—	50%	50%	50%	50%	55/10	20 65	2/80%	X/50%	50%	X	N	—	—	—	—	—	\$15,000	N	X	N	N	Y	
80%	X	80%	—	—	—	—	—	—(Florida State Retirement) —	X	10 65	—	—	—	—	—	—	—	Y	—	—	—	—	—	—	—	N	N	N	N	Y
100%	365	\$1 MILL.	—	—	—	50%	\$3,500	35%	42%	50%	67%	50/10	10 70	10/50%	—	—	—	X	—	—	—	—	—	1/xSAL	Y	N	N	Y	N	
100%	365	X	100%	100%	X	100%	100%	X	X	X	X	60/3	10 —	5/X	5/X	—	—	X	Y	X	—	—	—	1xSAL	Y	N	Y	Y	Y	
100%	200	—	80%	—	\$1,000	80%	\$1D	54%	67%	81%	95%	50/10	10 65	X	X	X	X	Y	X	—	—	—	—	.8xSAL	Y	X	Y	Y	Y	
75%	X	\$250,000	100%	—	—	—	—	—	—	—	—	60/—	10 65	1/50%	X	—	—	Y	X	—	—	—	—	\$5,000	X	X	N	Y	Y	
80%	X	—	—	—	—	—	—	50%	50%	50%	50%	55/20	—	—	—	—	—	Y	—	—	—	—	—	\$6,000	N	N	N	N	N	
92%	365	\$250,000	80%	X	—	80%	X	X	X	X	X	55/20	X 65	X	X	X	X	Y	X	X	X	X	X	\$25,000	N	X	N	N	N	
100%	—	Y	—	—	—	—	—	X	X	X	X	55/25	10 62	X	5/X	—	Rated	Rated	Y	100%	\$3	\$6	\$8	2xSAL	N	N	Y	N	N	
100%	X	\$250,000	Y	X	Y	\$80	\$2D	—(State law which changes) —					55/35	10 72	—/66 2/3%	—	—	—	Y	—	\$2,000	\$3,000	\$3,500	1xSAL	N	X	Y	Y	Y	

PAGE 58

	No. of Uniformed Police & Detectives	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years Min to Max	Hours Per Week	Overtime Compensation	Number of Paid Holidays Rate of Pay	Personal Days	Annual Vacation (Days - Min - Max)	Annual Sick Leave (days) Maximum Accumulation	Sick Leave Buyback	Shift Differential Evening/Night	Annual Clothing Allowance	Clothing Maintenance
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX											
MISCELLANEOUS (Continued)																								
Riley Co., Manhattan, KS.....	76	—	—	21,157	25,151	17,868	21,157	15,732	18,640	—	—	13,908	16,426	4	40	Y	8/1	2	12-18	12/90	—	—	\$360P	—
Roanoke Sheriff's Dept., VA.....	102	—	37,620	18,029	23,010	16,510	21,071	14,975	19,112	—	—	12,320	15,724	5	40	N	11/X	X	15	X	—	X	X	X
*Rockford Co. Police, IL.....	88	—	35,000	—	33,526	—	29,801	—	27,091	19,272	24,629	14,907	22,577	10	42	Y	11/1	—	5-25	12/30	—	—	\$350	\$300
*St. Augustine Sheriff, FL.....	50	—	—	26,000	26,000	19,500	19,500	16,200	18,000	14,400	17,400	12,600	15,600	5	38½	Y	8/1	—	21-27	13/UNL	—	—	—	ALL
St. Joseph Co., South Bend, In.....	112	22,197	22,197	19,927	20,427	19,170	19,670	18,516	19,016	Rank	—	15,475	16,395	1	40	Y	12/X	—	7-42	60/60	—	—	\$350	—
St. Louis Co. Police, MO.....	551	41,217	55,233	27,233	36,498	21,861	29,295	19,356	25,938	—	—	17,129	23,529	12	40	Y	9/2	1	15-25	13/130	50%	—/10%	100%	—
*St. Mary's Co. Sheriff's Dept., MD.....	32	28,000	32,000	—	—	19,713	25,899	18,303	24,039	15,786	20,719	14,666	19,235	6	40	Y	15/1	3	10-25	15/UNL	—	.25	\$350	\$175
Tazewell Co. Sheriff's Dept., Pekin, IL.....	30	20,925	—	20,530	—	—	—	19,490	—	18,034	—	18,034	—	10	40	Y	11/1½	3	10-25	9/30	100%	.25	\$250	—
*Univ. of Maryland, College Park, MD.....	X	—	39,340	22,883	30,056	19,713	25,899	18,303	24,039	—	—	13,440	19,235	6	40	Y	14/1	3	10-20	15/UNL	—	.50	—	—
*Urban Co. Police, Lexington, KY.....	X	34,124	46,993	23,280	30,334	20,421	27,715	18,734	25,344	17,098	23,799	16,498	23,199	8	40	Y	10/1½	—	15-20	15/75	—	—	\$720	—
*U.S. Capitol Pol., Washington, D.C.....	222	—	58,500	34,590	41,820	28,825	36,055	24,021	31,251	22,580	29,810	16,815	26,925	26	40	Y	9/1	2	13-26	13/NA	—	—	—	FURN
U.S. Navy Base, San Bruno, CA.....	8	18,000	24,000	—	—	—	—	14,000	18,000	—	—	13,000	18,000	X	40	Y	9/2	X	14-26	14/UNL	—	10%	\$135	—
*U.S. Postal Police, Phila., PA.....	120	—	—	36,000	—	29,000	—	27,000	—	—	—	19,000	24,000	8	40	Y	9/2	—	20-26	X/UNL	100%	10%	\$195	—
*VA. Med. Center, Dayton, OH.....	24	20,256	26,331	—	—	14,901	19,374	—	—	—	—	11,949	17,383	—	40	Y	9/1	—	13-26	104/UNL	100%	VAR	\$125	\$4.80
*VA Police, St. Louis, MO.....	24	20,256	—	—	—	—	—	—	—	14,901	—	13,369	17,383	19	40	Y	13/1½	X	X	26/26	100%	10%	\$125	X
Weber Co. Sheriff, Ogden, UT.....	31	—	28,288	—	26,353	—	21,881	—	23,940	—	17,846	15,412	21,694	8	40	Y	11/1	—	10-20	12/X	—	—	\$540	X
*Worcester Co. Sheriff, MD.....	14	19,000	19,000	18,158	—	—	—	—	—	—	—	11,398	16,078	X	40	Y	14/1	—	5-25	18/130	—	—	—	\$200

HEALTH BENEFITS								PENSION							DISABILITY		SURVIVOR'S BENEFIT		Social Security	% of Write-Off Against Pension	EDUCATIONAL			Amount of Life Insurance Provided by Employer	LEGAL		Civil Service Status	Collective Bargaining	Residency Requirement
Paid Hospitalization	Maximum Days Coverage	Major Medical Maximum	Paid Basic Dental	Paid Other Dental	Orthodontics Limit	Paid Vision	Paid Prescription	After 20 Years	After 25 Years	After 30 Years	After 35 Years	Minimum Age Minimum Years	Minimum Years For Vesting	Compulsory Retirement Age	Service Related Minimum Years % of Salary	Non-Service Minimum Years % of Salary	Service Related	Non-Service			60 Credits	120 Credits	Master's Degree		Choice of Counsel	Limitation on Fee			
100%	120	\$1 MILL.	—	—	—	—	80%	40%	50%	60%	70%	50/20	20	—	—/50%	5/2%y	50%	2%y over 5	N	—	\$30	\$60	\$60	—	Y	N	N	N	Y
\$30m	—	85%	—	—	—	—	85%	—	—	42%	50%	20/35	5	—	X	X	X	X	Y	X	—	—	—	X	X	X	N	N	N
100%	365	\$500,000	100%	50%	50%	—	X	42½%	55%	67½%	75%	55/20	8	—	5/50%	5/50%	50% of Pens.	50% of Pens.	Y	—	—	—	—	\$4,000	N	N	Y	N	Y
\$64m	X	X	—	—	—	—	80%	X	X	X	X	X/25	10	X	X	X	X	X	Y	X	X	X	X	X	X	X	N	N	Y
60%	X	X	—	—	—	—	—	50%	50%	50%	50%	55/20	10	65	X	X	\$200m+\$30C	50%L	Y	X	—	—	—	\$15,000	N	X	N	N	Y
100%	UNL	UNL	—	—	—	—	—	30%	37½%	43½%	52½%	55/10	10	65	—/80%	—	75%	—	Y	—	\$300	\$660	\$840	2xSAL	Y	N	Y	N	Y
100%	365	\$100,000	—	—	—	40%	98%	—	X	X	X	60/30	X	X	X	5/X	X	X	Y	X	—	—	—	X	N	N	Y	N	Y
100%	X	X	—	—	—	—	—	42½%	55%	67½%	75%	55/20	—	—	X	X	X	X	Y	X	\$520	\$1,040	—	\$15,000	N	X	Y	N	Y
X	X	90%	—	—	—	—	—	X	X	X	X	62/5	5	70	5/66%	5/66%	X	X	Y	—	—	—	—	1xSAL	Y	N	N	N	N
X	X	Y	X	—	X	X	X	50%	62½%	75%	75%	50/20	10	68	—/75%	10/25%	75%	50%	N	—	\$500	\$1,000	\$1,000	\$6,000	N	N	Y	N	N
X	X	X	X	X	X	X	X	—	—	75%	80%	55/30	—	—	5/40%	5/40%	55%	55%	N	—	—	—	—	—	N	X	N	N	N
X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
66%	45	X	X	X	X	X	X	40%	50%	60%	70%	55/30	—	70	—/40%	5/40%	X	X	N	7.1%	X	X	X	\$21,000	N	N	Y	Y	N
X	X	X	X	X	X	X	X	X	X	50%	X	55/30	—	—	X	X	X	X	N	X	X	X	X	X	X	X	Y	Y	N
X	X	X	X	X	X	X	X	X	X	100%	X	—/5	X	70	X	X	80%	X	Y	X	X	X	X	X	X	Y	X	Y	N
X	X	X	75%	X	X	X	X	40%	50%	60%	70%	55/20	X	65	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Y
100%	120	\$250,000	—	—	—	—	—	—	36.2%	45¼%	63.3%	60/25	5	70	Wo. Comp.	—	—	—	Y	X	—	—	—	—	Y	Y	N	N	Y

LONGEVITY
SCALES

LONGEVITY SCALE

POPULATION OVER 1,000,000

Chicago, IL — 3% compounded every 5 yrs.
 Detroit, MI — After 5 yrs. \$150, 11 - \$300, 16 - \$450, 21 - \$450 + 1%
 Houston, TX — \$4 per year to 25 years
 Los Angeles, CA — \$856 yr. after 10 yrs. to \$1,712 after 15 yrs. and \$2,610 for 20 years.
 Philadelphia, PA — 4-5 yrs + \$150; 6-10 + \$400; 11-15 + \$750; 16-20 + \$1,100; 21-25 + \$1,350; 26-30 + \$1,600; 31+ + \$1,850

POPULATION 500,000 to 1,000,000

Baltimore, MD — 15 yrs. - 2½%, 20 - 5%, 25 - 7½%
 Cleveland, OH — 5 yrs. - \$100; 10 - \$150; 15 - \$300; 20 - \$350; 25 - \$400
 Columbus, OH — 6-12 yrs. - \$175, 13-18 - \$225, 19+ - \$300
 Dallas, TX — \$4.00 per mo. for ea. yr., Max. \$100 per mo. - 25 yrs.
 Indianapolis, IN — \$100 a yr. at 5th yr. and every other yr.
 Jacksonville, FL — \$25 at 5 yrs.
 Memphis, TN — Commissioned ranks \$5.00 per mo. for each 5 consecutive yrs.
 New Orleans, LA — 1-4 yrs. 2%, 5-9 - 5%, 10-14 - 7½%, 15-19 - 10%, 20-24 - 12½%, 25+ - 15%
 Washington, DC — 15 yrs. - 5% of step 1, 20 - 10%, 25 - 15%, 30 - 20%

POPULATION 250,000 to 500,000

Austin, TX — \$4.00 per mo. for each yr.
 Birmingham, AL — 6 yrs. - \$300, 12-17 - \$600, 18-24 - \$900, 24+ - \$1200
 Charlotte, NC — 10-14 yrs. - 1%, 15-19 - 2%, 20-24 - 3%, 25 - 4%
 Cincinnati, OH — 8 yrs. - \$375, 14 - \$425, 20 - \$475
 El Paso, TX — \$2.00 per yr. of service
 Louisville, KY — After 5 yrs. \$26, 5-9 - \$43.68, 10-14 - \$87.36, 15-19 - \$174.72, 20-30 - \$87.36 ea. yr.
 Miami, FL — 5% after 10 yrs., + 5% after 15 yrs.
 Nashville, TN — 5 yrs. \$100, 6-10 - +\$75 ea. yr., 11-16 - +\$50, 17-20 - +\$25
 Newark, NJ — 2% at 5 yrs., 4% - 10, 6% - 15, 8% - 20, 10% - 25
 Norfolk, VA — 4.7% yr. 1-7 yrs., 10, 15, 20 yrs
 Oakland, CA — Officer: 3.2% at 3 yrs., Sgt: 2.6% after 3 yrs.
 Oklahoma City, OK — 1% of Police Recruit Salary \$13,551 start and \$14,407 after 18 weeks school, for each yr. to max. of 20% - to start after 3 yrs.
 Omaha, NE — 7-14 yrs. \$10.55 bimo., 14-21 - \$21.61, 21 - +\$31.10
 Pittsburgh, PA — 5-10 yrs. 2%, 10-15 3%, 15-20 4%, 20-25 5%, 25-30 6%, 30-35 7%, 35-40 8%
 St. Louis, MO — 3% after 1 yr., 4% - 3, 5% - 4 to 11 yrs.
 Tulsa, OK — \$2.50 per mo. per yr. after 3rd yr.
 Virginia Beach, VA — 5% after 3 yrs. in top pay scale; 5% after 6 yrs.
 Wichita, KS — After 6 yrs. \$2.00 per mo. per yr. accum.

POPULATION 100,000 to 250,000

Akron, OH — 5% of total hours on record in No. of ea. yr.
 Albany, NY — over 5 yrs. \$50 per yr. 10 - \$100, 15 - \$150, 20 - \$200, 25 - \$250
 Allentown, PA — \$100 per yr. at 5th yr. to 10 yrs. - \$1,000 max.
 Amarillo, TX — \$4. per mo. per yr. to 25 yrs.
 Bakersfield, CA — 3% at 10 yrs., 6% - 15, 9% - 20
 Baton Rouge, LA — 5% - 10 yrs, 10% - 15 yrs, 15% - 20 yrs., 20% - 25 yrs.
 Bridgeport, CT — 10 yrs. \$250, 15 yrs. \$325, 20 yrs. \$400
 Chattanooga, TN — \$200 after 4 yrs, \$300 - 6 yrs, \$400 - 9 yrs
 Chesapeake, VA — 8, 11, 16 yrs. approx. 5%
 Colorado Springs, CO — \$20 mo. at 6 yrs., +\$4 mo. each yr., max. \$100 mo.
 Columbus, GA — 5% after yrs. 1, 2, 3, 5, 7, 10, 13, 16
 Dayton, OH — \$50 yr. after 5 yrs., \$100 yr. 10 yrs., \$150 yr. 15 yrs.+
 Des Moines, IA — Police Officer (Years/\$) 5/215, 10/425, 14/635, 18/850, 22/1,060, 26/1,270. Sr. Pol. Off. 5/225, 10/450, 14/675, 18/900, 22/1,125, 26/1,345
 Durham, NC — 5-9 yrs. - 2.5%, 10-14 - 4.5%, 15-20 - 6.0%, 20+ - 7.5%, \$1,500 max.

LONGEVITY SCALE

POPULATION 100,000 to 250,000 (Continued)

Erie, PA — \$170 every 4 yrs. up to 32 yrs.
 Flint, MI — 11-15 yrs 1½%, 16-20 yrs. 1½%, 21+ 1½%
 Ft. Lauderdale, FL — 2½% after 5 yrs., 5% - 10 yrs., 7½% - 15 yrs., 10% - 20 yrs., 12½% - 25 yrs.
 Glendale, AZ — ½% after 5 yrs., + ½% yr. to 5% max.
 Grand Rapids, MI — 5-9 yrs. \$180, 10-14 \$300, 15-19 \$420, 20-24 \$540, 25+ \$660
 Greensboro, NC — 2½% after 5 yrs., 4½% - 10 yrs., 6% - 15 yrs., 7½% - 20 yrs.
 Hampton, VA — \$200 for each 3 full yrs.
 Hialeah, FL — After 5 yrs. \$3 for each yr. bi-weekly
 Independence, MO — 2% added for each 5 yrs.
 Jersey City, NJ — 2% for every 5 yrs. to 20 yrs., 2% at 22 yrs.
 Kansas City, KS — 5-8 yrs. \$17 mo, 8-12 \$33, 12-16 \$50, 16-20 \$67, 20+ \$83
 Knoxville, TN — After 4 yrs. \$10 per mo., max. 2,400 yr.
 Lexington, KY — \$1.00 per pay after 4½ yrs.
 Lincoln, NE — 5% at ½, 1, 2, 3, 4; 2.5% at 7, 11, 15, 20 yrs.
 Livonia, MI — 5 to 7 yrs. \$160; 7-14 \$400; 14-21 \$800; 21+ \$1,200
 Mesa, AZ — 2½% after 5 yrs, + ½% per yr., max. 10%
 Orlando, FL — \$60.32 per yr. up to times 20 yrs.
 Oxnard, CA — 5 yrs. - 1%, 10 yrs. - 2%, 15 yrs. - 3%
 Pasadena, TX — \$60 yr. of Service
 Peoria, IL — 2% for each 5 yr. period up to 8%
 Portsmouth, VA — 5% at 7, 10 & 15 yrs.
 Providence, RI — 3% 5-9 yrs, 4% 10-14, 5% 15-19, 6% 20+
 Pueblo, CO — After 5 yrs. \$25 mo, 10 - \$35, 15 - \$45, 20 - \$55
 Reno, NV — \$2.00 per year for each year over 5 yrs.
 Roanoke, VA — Additional 5% after 15 yrs.
 Rockford, IL — 2% for each 5 yrs. to a max. of 12%
 Salt Lake City, UT — After 10 yrs. 4%, After 15 yrs. 5%
 Shreveport, LA — 2% per year
 Springfield, IL — 2% in 5 yr. increments to max. of 8%
 Springfield, MO — \$240/yr. after 5 yrs., \$480/10 yrs., \$720 - 15, \$960 - 20 yrs.
 Stamford, CT — 10 yrs. \$200, 15 - \$400, 20 - \$600, 23 - \$800
 Syracuse, NY — \$200 every 5 yrs. after 10 yrs.
 Tacoma, WA — 6-10 yrs. \$588, 11-15 - \$1,177, 16-20 - \$1,766, 20+ - \$2,355
 Topeka, KS — 2 cents per hr. per yr. after 5 yrs. to 25 yrs. max. 50 cents per hr.
 Warren, MI — Base \$15,000, 5 yrs. 2%, 10 - 4%, 15 - 6%, 20 - 8%, 25 - 10%
 Winston-Salem, NC — 5-9 yrs 2½%, 10-14 - 4½%, 15-19 - 6%, 20+ - 7½%
 Yonkers, NY — 9 yrs. 3%- \$900, 14 yrs. 6%- \$1,800, 18 yrs. 9%- \$2,700

POPULATION 50,000 to 100,000

Abington Twp., PA — 5-10 yrs. \$225, 10-15 \$450, 15-20 \$675, 20-25 \$900, 25+ \$1,125
 Altoona, PA — 5 yrs. 2½%, 10 - 4½%, 15 - 6½%, 20 - 8½%, 25 - 10½%
 Arvada, CO — prior to 12/31/78: 5 yrs. - 2.5%, 6 - 3%, 7 - 3.5%, 8 - 4%, 9 - 4½%, 10 - 5%. As of 1/1/83, above rates are frozen.
 Bayonne, NJ — 2% every 5 yrs., max. 10%
 Berwyn, IL — 2% at 5 yrs., 4% - 10, 6% - 15, 8% - 19, 10% - 25
 Bloomington, IN — Based on 10 lateral \$250 steps
 Boardman Twp., OH — After 2 yrs. \$10 mo for ea. 2 yrs. to max. of \$600 yr.
 Bossier City, LA — 2% for each yr. after 3 yrs. up to 20 yrs.
 Brownsville, TX — \$4.00 per mo. per yr. up to \$100
 Buena Park, CA — Lost Longevity as of Jan. 83
 Camden, NJ — 5-9 3%, 10-14 4%, 15-19 5%, 20 yrs. 6%, 21+ 7%
 Canton, OH — \$45 - yr. after 3 yrs., \$1,125 at 25 yrs.
 Charleston, WV — \$7.50 mo. for ea. yr. up to 18 yrs.
 Chicopee, MA — 10 yrs. \$150, 15 - \$350, 20 - \$525, 25 - \$750
 Clearwater, FL — 2½% after 7, 9 & 11 yrs.
 Clifton, NJ — 5 yrs. 2½%, 10 - 5%, 15 - 7½%, 20 - 10%, 25 - 12½%
 Costa Mesa, CA — \$20 mo. 10 yrs., \$40 - 15 yrs., \$60 - 20+

LONGEVITY SCALE

POPULATION 50,000 to 100,000 (Continued)

Council Bluffs, IO — 1% - 5 yrs., 2% - 10, 3% - 14, 4% - 18, 5% - 22
 Cranston, RI — 4-6 yrs. 5%, 7-11 - 6%, 12-16 - 7%, 17+ - 8%
 Decatur, IL — \$5 per year after 5 years
 Des Plaines, IL — 10 yrs. \$808, 15 - \$1,656, 20 - \$2,458
 Downey, CA — 5½% after 10 yrs., additional 2.75% after 20 yrs.
 Dubuque, IO — after 6 yrs. \$7.40, 12 - \$14.80, 18 - \$22.20, 24 - \$29.60, 30 - \$37.00
 East Hartford, CT — 2 yrs. \$170, 6 - \$230, 9 - \$260, 14 - \$290, 20 - \$330
 East Orange, NJ — 2% at 5 yrs., 4% - 10, 6% - 15, 8% - 20, 10% over 25 yrs.
 East Providence, RI — 4% - 7 yrs., 5% - 15, 6% - 20 yrs.
 Edison TWP., NJ — 2½% after 5 yrs., + ½% each yr after.
 Elyria, OH — 2 yr. 1%, + 1% added each yr. to max. of 20%
 Euclid, OH — 5-10 yrs. 1.5%, 10-15 3.0%, 15-20 4.5%, 20+ 6.0%
 Evanston, IL — PTL. \$400 yr. after 15 yrs. Superv. \$450 yr. after 15 yrs.
 Fargo, ND — 10 yrs. \$25, 15 - \$50, 20 - \$75, 25 - \$100, 30 - \$125
 Fayetteville, NC — 5 yrs. 2½%, 10 - 2%, 15 - 1½%, 20 - 1½%
 Gainesville, FL — 5-10 yrs. 2%, 10-15 3%, 15-20 4%, 20-25 5%, 25+ 6%
 Greenville, SC — 2% after 5 yrs., 10 yrs., 15 yrs.
 Hamden, CT — 1% - 5 yrs., 1.5% - 7, 2% - 10, 2.5% - 15, 3% - 20, 3.5% - 25
 Hamilton, OH — 5 yrs. 2% Top PTL., 10 - 4%, 15 - 6%, 20 - 8%
 Hammond, IN — 3 yrs. \$300 a yr., \$420 - 8 yrs., \$540 - 13 yrs.
 Harrisburg, PA — 1% after 3 yrs. to 10% at 13 yrs.
 Huntington Beach, CA — Senior Officer Program pays + 6%
 Iowa City, IO — 5-10 yrs. \$200, 10-15 \$275, 15+ \$475 yr.
 Irvington Twp., NJ — 2% after 5 yrs. + 2% each 5 yrs. to max. of 10%
 Jackson, TN — \$10 per mo. at 5, 10, 15, 20 yrs.
 Joliet, IL — 5-9 yrs. 2%, 10-14 4%, 15-19 6%, 20 - 8%
 Kenosha, WI — \$5 mo - 5 yrs., \$10 - 10, \$15 - 15, \$20 - 20, \$25 - 25
 Killeen, TX — \$4.00 monthly per year
 Kokomo, IN — \$50 1st yr. + \$35 ea. yr. to 25 yrs.
 Lancaster, PA — \$50 per yr. after 2 yrs. or max. \$1,100
 Lawrence, MA — 1¼% at 5 yr., + ¼% ea. add yr. to 6¼%, before 11/77
 Lawton, OK — \$8.04 Bi-weekly after 3rd yr. - \$42.19 for 21+ yrs.
 Longview, TX — \$4.00 per mo. for each yr.
 Lorain, OH — \$94.50 for ea. yr. to 20 yrs.
 Lower Merion Twp., Ardmore, PA — \$200- 3 yrs., \$500 - 5, \$800 - 10, \$1,100 - 15, \$1,400 - 20
 Lynchburg, VA — 3 yrs. after top merit step - 5%, + 5% after 4 more yrs.
 Manchester, NH — Ptlm - \$7.80/wk. after 5, 10, 15, 20 and 23 yrs. Superiors \$8.00 per week.
 Mansfield, OH — 3-5 yrs. \$250, 5-10 \$400, 10-15 \$520, 15-20 \$640, 20+ \$760
 McAllen, TX — \$4.00 per mo. per yr.
 Meriden, CT — 1-5 \$100, 5-10 \$175, 10-15 \$250, 15+ \$350
 Mesquite, TX — \$4.00 yr./max. 25 yrs.
 Miami Beach, FL — 7-10 yrs. 2.5%, 10-15 - 5%, 15-20 - 7.5%, 20-25 - 10%, 25+ - 11%
 Midland, TX — \$4.00 per mo. for each year
 Milford, CT — 2% - 10 yrs., 3% - 15 yrs., 3½% - 20 yrs.
 Mt. Prospect, IL — 5-9 yrs. \$400, 10-14 \$500, 15-19 \$600, 20+ \$700
 Mt. Vernon, NY — \$100 after 5 yrs., \$200 - 10, \$300 - 15
 Muncie, IN — After 1 yr. - 1%, + 1% yr to 4th yr., 6 yr. - 5%, 8 yr. - 6%, 10 yr. - 7%
 Nashua, NH — Non-supervisory: 7-14 yrs. \$100, 15-19 \$200, 20+ \$300, Supervisors: Slightly higher
 Newark, OH — 5-9 yrs. \$195, 10-14 - \$325, 15-19 - \$455, 20+ - \$585
 New Britain, CT — 10 yrs. \$175, 15 - \$250, 20 - \$300
 Norman, OK — \$5.00 per mo. per yr. at fifth yr.
 Owensboro, KY — \$134 after 4th year to \$675 at 20th year
 Parma, OH — 5 yrs. \$200, 10 - \$400, 15 - \$600, 20 - \$800, 25 - \$1,000, 30+ - \$1,200
 Passaic, NJ — 2% - 5 yrs., 4% - 10, 6% - 15, 10% - 20, 12% - 25, 14% - 30
 Pawtucket, RI — 5-9 yrs. 4%, 10-14 5%, 15-19 6%, 20+ 7%
 Pompano Beach, FL — 5% at 12 & 17 yrs.
 Pontiac, MI — 2% - 5 yrs., 4% - 10, 6% - 15, 8% - 20, 10% - 25
 Reading, PA — After 5 yrs. \$250, + \$50 ea. yr. after, After 20 yrs., \$75 year. No Max.
 Richardson, TX — \$4.00 a month for each year, \$1,200 max.
 Roseville, MI — 5 yrs. - 2%, 10 - 4%, 15 - 6%, 20 - 8%, 25 - 10%

LONGEVITY SCALE

POPULATION 50,000 to 100,000 (Continued)

Royal Oak, MI — 2% - 5 yrs. to 10% - 25 yrs.
 Saginaw, MI — 2% - 5 yrs., 4% - 10, 6% - 15, 8% - 20
 St. Clair Shores, MI — 2% at 5 yrs., 4% - 10, 6% - 15, 8% - 20, 10% - 25
 St. Joseph, MO — 2.5% per yr., max. at 8 yrs.
 Santa Monica, CA — 2.7% - 5 yrs., 5.4% - 10, 8.1% - 15
 Schaumburg, IL — 5 yrs. \$441, 10 - \$587, 15 - \$881, 20+ - \$1,173
 Scranton, PA — After 1 yr. 1% for every 2 yrs. to 15%
 Sioux City, IA — \$22 per mo. for every 5 years
 Skokie, IL — 5-9 yrs. \$25 mo; 10-14 \$30; 15-19 \$35; 20-24 \$40; 25-29 \$45; 30+ \$50
 Southfield, MI — 3 yrs. 1%; 5 - 2%; 10 - 4%; 15 - 6%; 20 - 8%
 Taylor, MI — \$2.00 per month
 Terre Haute, IN — \$80 yr. at 2, 4, 6, 8, 10, 12 yrs., \$120 - 18 yrs.
 Trenton, NJ — After 5 yrs. \$325; 10 - \$525; 15 - \$925; 20 - \$1,125; 25 - \$1,325; 30 - \$1,525
 Union City, NJ — 3-5 yrs. 2%; 6-8 - 4%; 9-11 - 6%; 12-15 - 8%; Over 15 - 10%
 Union Twp., NJ — 2% after 5 yrs.; 4% - 10; 6% - 15; 8% - 20; 10% - 24
 Waltham, MA — 10-14 yrs. - 2½%; 15-19 - 3½%; 20-24 - 4½%; 25+ - 5½%
 Warren, OH — After 5 yrs. \$3.50 mo. per yr.
 Warwick, RI — 6-12 yrs. 4%; 13-17 5%; 18-20 7%; 21+ 8%
 Waterloo, IA — After 3 yrs. \$240 yr.; 6 - \$480; 9 - \$720; 12 - \$840; 15 - \$960; 18 - \$1,080; 21 - \$1,200; 24 - \$1,320; 27 - \$1,440; 30 - \$1,560
 West Allis, WI — \$5 per mo. for every 5 yrs., max. \$25 per mo.
 West Hartford, CT — 5-10 yrs. \$150; 10-15 \$200; 15-20 \$275; 20+ \$400
 Westminster, CO — 2% after 3 yrs. + ½% yr. to 10% at 20 yrs.
 Weymouth, MA — 15 yrs. - \$72.15; 20 yrs. \$745.
 White Plains, NY — 1% - 5 yrs.; 2% - 10; 3% - 15
 Wichita Falls, TX — 1-4 yrs. \$10 per mo. per yrs.; 5-8 \$12; 9-12 \$14; 13-16 \$16; max. \$256 mo.
 Wilkes-Barre, PA — 1% every two years - Max. 15%
 Wyoming, MI — 5 or more yrs. \$400; 10 - \$500; 15 - \$600; 20 - \$700

POPULATION 25,000 to 50,000

Aberdeen, SD — \$3.00 per mo. per yr.
 Allen Park, MI — 1-10 yrs. \$25; 10 yrs. + \$30 yr.
 Altamonte Springs, FL — 2½% per year
 Ames, IA — After 5 yrs. \$100 per yr., + \$20 yr. to max. \$500 yr.
 Anniston, AL — \$1.00 per mo. per yr. after 5 yrs.
 Ashland, KY — After 5 yrs. \$5 per month
 Aston Twp., PA — 3% every 4 yrs. to 15%
 Auburn, NY — \$150 for every 5 yrs. to max. at 25 yrs.
 Barberton, OH — 5 yrs. \$5; 10 - \$15; 15 - \$30; 20 - \$45
 Bartlesville, OK — 5th yr. \$10 mo.; thru 36 yrs. to \$63 per month
 Bay City, MI — 2% of \$12,000 at 5 yrs., 4% - 10%; 6% - 15; 8% - 20
 Beavercreek, OH — Up to 10% Merit each year
 Belmont, MA — 5-9 yrs. \$150; 10-14 \$200; 15-19 \$250; 20-24 \$300; 25+ \$350
 Bergenfield, NJ — 6-8 yrs. 1%; 9-11 2%; 12-14 3%; 15-17 4%; 18-20 5%; 21-23 6%; 24-26 7%; 27+ 8%
 Bessemer, AL — 1½% after 6 yrs., + ½% yr. to 20 yrs.
 Beverly, MA — 10 yrs. \$250 yr.; 15 - \$400; 20 - \$550
 Bismarck, ND — 1% after 5 yrs.; 2% - 10; 3% - 15
 Bloomington, IL — 5 yrs. 4%; 10 - 7%; 15 - 8%; 20 - 10%
 Blytheville, AR — 4 yrs. 2%; 6 - 2½%; 8 - 3%; 10 - 4%; 15 - 5%
 Bowling Green, KY — \$5.00 each two years.
 Bowling Green, OH — ½% per yr. after 5 yrs. to max. of 5%
 Broken Arrow, OK — \$2.00 per mo. per year after 2nd year
 Brookfield, WI — \$10 mo. after 5 yrs. + \$2 mo. ea. yr. after; max. \$30 mo.
 Brook Park, OH — 5 yrs. \$200; 10 - \$400; 15 - \$600; 20 - \$800; 25 - \$1,000
 Burlington, IA — After 5 yr. \$300; 10 - \$400; 15 - \$500; 20 - \$700; 25 - \$800
 Calumet City, IL — After 3rd year 5%; 6th - 7½%; 9th - 10%
 Carbondale, IL — 2.5% for each 5 years
 Cedar Falls, IA — 5-7 \$10; 8-10 \$18; 11-13 \$26; 14-16 \$34; 17-19 \$42; 20-22 \$50; 23-25 \$58; 26-28 \$66; 29 over \$74

LONGEVITY SCALE

POPULATION 25,000 to 50,000 (Continued)

Cheltenham Twp., Elkins Park, PA — \$275 every 5 yrs.
 Chester, PA — 2% every 3 yrs., max. 10%
 Coon Rapids, MN — after 4 yrs. \$60 month; 8 - \$100; 12 - \$140; 16 - \$180
 Coral Gables, FL — 5% at 10, 15, and 20 years
 Covington, KY — \$2 mo. each yr. to 20 yrs.
 Cranford Twp., NJ — Merit & incentive system ranging from \$546 to \$2,912
 Cumberland, RI — 5-9 yrs. \$300; 10-14 \$400; 15 \$500
 Danville, IL — 2% after 5 yrs.; 5% - 10; 10% - 15
 Danville, VA — After 7 yrs. 1 pay step; 10 yrs. 2nd pay step.
 Davie, FL — \$1,000 yr. after 3 yrs., \$2,000 yr. after 10 yrs.
 Dekalb, IL — \$84 per yr. for each yr. of service after 3rd yr. to 19 yrs.
 Del City, OK — \$20 month for each 3 yrs., max. 18 yrs.
 Denison, TX — \$4 per month per yr. to \$100 month
 Depew, NY — After 5 yrs. \$225; 10 - \$325; 15 - \$425; 20 - \$525; 25 - \$600
 Downers Grove, IL — 1% each 5 yrs. service
 East Chicago, IN — \$120 yr. after 3 yrs.; \$240 - 8 yrs.; \$260 - 13 yrs.
 East Cleveland, OH — 6-10 yr. \$300; 11-15 - \$450; 16-20 - \$600; 21+ - \$750
 East Detroit, MI — 5-9 yrs. 2%; 10-14 4%; 15-19 6%; 20-24 8%; 25+ 10%; max. \$1,600
 Eastlake, OH — 5 yrs. \$500 per yr.; 6 yrs. + \$100, to max. \$1,500 year
 Easton, PA — \$75 yr. to 5 yrs., + \$25 yr. after to \$600
 East Point, GA — 1% ea. yr. 7 yr. to 16th yr., max 10%
 Elkhart, IN — \$60 yr. for every 4 yrs. + \$1,200 at 20 yrs.
 Enid, OK — After 5 yrs. \$5 mo. for ea. yr.
 Fairbanks, AK — 2% after 2 yrs. + 1% yr. to max. 10%
 Fairborn, OH — After 5 yrs. ½%; 10 - 1%; 15 - 1½%; 20 - 2%
 Fair Lawn, NJ — 1% every 3 yrs.; 2% every 5 yrs. No max.
 Fitchburg, MA — 5-9 yrs. \$52 yr.; 10-14 - \$104; 15-19 - \$156; 20-24 - \$208; 25-29 - \$260; 30+ - \$312
 Fond du Lac, WI — 5 yrs. \$300; 10 - \$600; 15 - \$900
 Fort Myers, FL — 5-10 yrs. \$350; 11-15 - \$600; 16+ - \$800
 Freeport, IL — After ½, 1, 2, 3, 7, 12, 17 yrs. - 4½%
 Fridley, MN — 4 yrs. 3%; 8 - 5%; 12 - 7%; 16 - 9%
 Gadsden, AL — 10 yrs. 2%; 15 - 4%; 20 - 6%; 25 - 8%
 Galesburg, IL — 2% - 5 yrs.; 4% - 10; 6% - 15; 8% - 20; 10% - 25
 Gardena, CA — 5-9 yrs. 2.5%; 10-14 5%; 15-19 7.76%; 20-24 10.34%; 25+ 13.25%
 Garden City, MI — \$35 yr. not to exceed \$650
 Garden City, NY — 6 yrs. \$475; 10 - \$875; 15 - \$1,275
 Garfield Heights, OH — 5-10 yrs. \$240; 10-15 \$360; 15-20 \$540; 20+ \$600
 Grand Island, NB — After 6 yrs. 5%; 10 - 6%
 Grandview, MO — \$144 every 3 yrs.
 Gulfport, MS — \$7.00 per month for each year
 Hackensack, NJ — 1% for each 2 yrs., no max.
 Harlingen, TX — \$4.00 for each year
 Harvey, IL — 2% at 5 yrs; 4% - 10; 6% - 15; 8% - 20
 Haverhill, MA — 5 yrs. \$50; 10 - \$100; 15 - \$150; 20 - \$200; 25 - \$250
 Hempstead, NY — After 6 yrs. \$450; 10 yrs. \$350; 15 yrs. \$350; 16-25 yrs. \$50 yr.
 Hickory, NC — 1-3 yrs. 1%; 3-5 yrs 1½%; 5-10 yrs. 2½%; 10-15 yrs. 4½%
 Highland, IN — 5-10 yrs. \$10m; 10-15 \$20; 15+ \$30
 Highland Park, IL — 10 yrs. 2½%; 15 - 3%; 20 - 4%
 Holland, MI — 5-9 yrs. \$200; 10-14 - \$400; 15-19 - \$600; 20+ - \$800
 Hopkinsville, KY — \$3.00 per month for each year
 Hutchinson, KS — \$5.00 a month, per yr.
 Idaho Falls, ID — \$150 per year after 3 yrs. for 7 yrs., max. of \$1,050
 Inkster, MI — \$75 at 3 yrs.; \$540 at 20 yrs.
 Ithaca, NY — 10 yrs. \$329; 14 - \$548; 17+ - \$849
 Jackson, MI — 2½% after 7 yrs.; 12 yrs. and 18 yrs.
 Johnstown, PA — 5 yrs. ½%; 1% - 10; 1½% - 15; max. \$1,600 a year
 Joplin, MO — 1% every 5 yrs. to 5% max.

LONGEVITY SCALE

POPULATION 25,000 to 50,000 (Continued)

Kentwood, MI — \$200 - 5 yrs.; \$400 - 10; \$600 - 15; \$800 - 20; \$1,000 - 25
 Kearny, NJ — 4-7 yrs. 2%; 8-11 - 4%; 12-15 - 6%; 16-19 - 8%; 20 - 10%
 Lake Worth, FL — 3% after 10 yrs.; 6% - 15; 8% - 20
 Lancaster, PH — \$5.00 per mo. after 5 yrs. from first month
 Lansing, IL — 6th yr. - 5%; 11th - 7½%; 16th - 10%
 Laramie, WY — 1% yr. 5-17 yrs.
 Las Cruces, NM — 5% of salary for first and third year.
 Laurel, MS — \$1.00 per month for each year
 Leavenworth, KS — After 5 yrs. \$3.00 per mo., an additional \$3.00 ea. yr. after
 Lexington, MA — 10-15 yrs. \$250; over 15 - \$350
 Lima, OH — 2% - 10 yrs.; 4% - 15; 6% - 20; 8% - 25
 Lincoln Park, MI — 1-4 yrs. 1%; 5-9 yrs. 2%; 10-14 yrs. 3%; 15-19 yrs. 4%; 20-24 yrs. 5%; 25 yrs. 6%
 Linden, NJ — 5-10 yrs. 2%; 10-15 4%; 15-20 6%; 20-25 8%; 25+ 10%
 Long Branch, NJ — \$3.00 for every 5 years
 Longmont, CO — \$5. for every month
 Longview, WA — 5 yrs. \$10 per mo.; 10 - \$20; 15 - \$30; 20 - \$40; 25 - \$50
 Lufkin, TX — \$8.01 per month per year
 Madison Heights, MI — 2% - 5 yrs.; 4% - 10; 6% - 15; 8% - 20
 Manchester, CT — 10-15 yrs. \$100; 15-20 \$200; 20+ \$400
 Manitowoc, WI — After 6 yrs. \$10 mo.; 10 - \$20; 11 - \$30; 15 - \$40
 Mankato, MN — 6-10 yrs. 1%; 11-15 yrs. 2¼%; 16-20 yrs. 3¼%; 21-25 5½%; 26-30 7½%; 31+ 10%
 Marlborough, MA — 8-11 yrs. \$100; 12-14 \$250; 15-20 \$350; 20+ \$500
 Marple Twp., PA — After 4 yrs. 3%; 8 - 6%; 12 - 9%; 16 - 12%; 20 - 15%; (new employees)
 Marshalltown, IA — 10-15 yrs. \$312 yr.; 15-20 \$520; 30+ \$624
 Mayfield Heights, OH — 5 yrs. \$25 mo.; 10 - \$35; 15 - \$45; 20 - \$60
 Melrose, MA — 10 yrs. \$300; 15 - \$500; 20 - \$600; 25 - \$750
 Mentor, OH — 5-9 yrs. \$240 yr.; 10-14+ \$240; 15+ + \$240
 Merrillville, IN — \$240 after 5 yrs.; \$280 - 6; \$320 - 7; \$360 - 8; \$400 - 9; \$480 - 10
 Michigan City, IN — \$250 every 3 yrs. up to \$2,000
 Middletown, OH — 1% - 10 yrs.; 2% - 15; 3% - 20
 Millcreek Twp., PA — 2% at 5 yrs.; 4% - 10; 6% - 15; 8% - 20
 Milton, MA — \$15 per year after 10 yrs.
 Minot, ND — \$2.00 per mo. per year; \$50 max. if employed before 1976
 Mishawaka, IN — \$120 yr. after 5 yrs. to max. \$1,800
 Moline, IL — 2.25% for 10 yrs.; 4.5% for 15 yrs.
 Morgantown, WV — \$60 yr. after 3 yrs.; + \$60 yr. to 20 yrs.
 Mt. Lebanon, PA — \$104 yr. after 5 yrs.; \$520 after 24 yrs.
 Mt. Pleasant, MI — 0-5 yrs. 2.5%; 6-10 5%; 11-15 7.5%; 16-20 10%
 Needham, MA — \$50/5 yrs.
 New Albany, IN — 1% per year - max. of 25 yrs.
 Naugatuck, CT — \$150 after 20 yrs.
 Newark, DE — 7½ yrs. \$350; 12½+ \$300; 15+ \$350
 New Berlin, WI — \$2.00 per mo. per year after 2 yrs. with max. \$20 mo.
 New Castle, PA — \$48.00 per year (no limit)
 Niles, OH — \$2.00 mo. for each year to \$50 mo.
 Northampton, MA — After 5 yrs. \$100 yr. to 9 yrs.; \$200 10-14; \$300 15-19; \$400 20-24; \$500 25+
 Northbrook, IL — 60-83 months, \$120 yr.; 84-131 \$60; 132-179 \$60; 181-239 \$120; 240+ \$120
 North Chicago, IL — 1.5% at 3 yrs. and every 3 yrs., thereafter
 North Las Vegas, NV — After 7 yrs. 3½%; then ½% every yr. until 10%
 North Miami, FL — 5 yrs. \$4 weekly; 7 \$6.40; 10 5%; 15 7.5%; 20 10%
 North Miami Beach, FL — \$250 after 7 yrs.; \$450 10 yrs.; \$650 15 yrs.; \$1,000 20 yrs.
 North Providence, RI — 4% after 7 yrs.
 North Tonawanda, NY — 5-10 yrs. \$100; 10-15 \$200; 15-20 \$300; 20+ \$400
 Norwood, OH — 5 yrs. \$75 + \$10 yr. to max. of \$350
 Oak Park, MI — 2% at 7 yrs.; 5% 14 yrs.; 8% 21 yrs.
 Orange, NJ — 5-10 yrs. 2%; 10-15 4%; 15-20 6%; 20+ 8%
 Palatine, IL — 11 yrs. \$300; 15 \$500; 20 \$700

LONGEVITY SCALE

POPULATION 25,000 to 50,000 (Continued)

Pampa, TX — \$4 month per yr.
 Panama City, FL — ½ days pay per yr.
 Parkersburg, WV — 2 yrs. \$15 per mo.; 4 yrs. \$30; 6 yrs. \$45; 9 yrs. \$60; 10 yrs. \$75; 12 yrs. \$90; 14 yrs. \$105; 16 yrs. \$120; 18 yrs. \$135; 20 yr.: \$150
 Pekin, IL — 5-10 yrs. 5%; 10-15 6%; 15+ 7%
 Pembroke Pines, FL — \$8 wk. after 10 yrs.; \$10 wk. after 15 yrs.
 Pennsauken, NJ — 5-9 yrs. 3%; 10-14 4%; 15-19 5%; 20 6%; 20 yrs. + 1% each 5 yrs.
 Perth Amboy, NJ — 5 yrs. 2%; 10 3¼%; 15 5½%; 20 7¼%; 25 9%; 30 10¾%; 40 14¼%
 Ponca City, OK — After 3 yrs. \$10 mo.; 10 \$20; 15 \$30; 20 \$40
 Portage, IN — 3 yrs. \$10 mo.; 8 \$20; 13 \$30
 Port Huron, MI — 2½% - 5 yrs.; 5% 10; 7½% 15; 10% 20
 Portsmouth, NH — After 5 yrs. \$100; \$30 per yr. thereafter
 Poughkeepsie, NY — \$250 - 7 yrs.; \$250 10; \$200 15
 Rancocas Twp., Wayne, PA — After 3 yrs. 3%; + ¼% yr. thereafter to max. of 18%
 Ranway, NJ — No longevity after 1978; 2% each 4 yrs.; max. 12%
 Randolph, MA — \$200 after 10 yrs., then \$20 yr. to \$400.
 Rapid City, SD — After 5 yrs. 7½ cents per hour; 1½ cents hr. for the next yrs.; After 10 yrs. 1 cent per hr., max. 25 cents per hour.
 Richmond, IN — \$100 after 3rd yr.; + \$100 every 2 yrs. to \$800
 River Rouge, MI — \$120 after 1st yr.; \$20 ea. add. yr. to max. of \$500
 Riviera Beach, FL — 2% each four years (12% max.)
 Rocky Mount, NC — 5-10 yrs. 2%; 10-15 2½%; 15-20 3%; 20-25 4%; 25+ 5%
 Roseville, MN — 4 yrs. 3%; 8 5%; 12 7%; 16 9%
 St. Cloud, MN — After 5 yrs. \$1 mo. to 7 yrs.; 8-16 \$144 + \$18 yr.; 17-25 \$408 + \$24 yr. to max. \$600.
 Sandusky, OH — \$20 per yr. after 3 yrs.; \$25 - 8; \$30 - 15; \$40 - 20
 Sarasota, FL — After 5 yrs. 2%; 10 - 4%; 15 - 6%; 20 - 8%; 25 - 10%
 Saugus, MA — 5 yrs. \$150; 10 \$200; 15 \$250; 20 \$400; 25 \$500
 Sayreville, NJ — 2% every 5 yrs./Max. 10%
 Shaker Heights, OH — 8 yrs. \$600; 13 \$800; 19 \$1,000
 Sherman, TX — \$4. per mo. per yr. beginning 4th yr. to 25 yrs.
 Sierra Vista, AZ — 5% each year through 10th year
 State College Boro, PA — \$500 yr. - 7 yrs.; \$750 - 10; \$1,000 - 15
 Stow, OH — 7 yrs. \$25 mo.; 10, 15, 20 yrs. - \$20 mo.
 Stratford, CT — 6 yrs. - \$120; + \$20 ea. yr. to 10 yrs.; + \$40 ea. yr. to 20 yrs. max. \$600 yr.
 Suffolk, VA — 5% after 10 yrs.; 5% after 14 yrs.
 Torrington, CT — \$2.00 for every 5 yrs., limit of 25 yrs.
 Upper Moreland Twp., PA — Before 1-1-78 (5-9 yrs. 2%); 10-14 4%; 15-19 6%; 20+ 8%; After (5-9 \$250); 10-14 \$500; 15-19 \$750; 20+ \$1,000
 Valdosta, GA — 3% ea. 5 yrs.
 Valparano, IN — 3-6yrs. \$120; 6 to 9 \$240; 9 to 12 \$360; 12+ \$480
 Wallingford, CT — 5 yrs. \$153; 10 \$203; 15 \$253
 Warminster, PA — \$300 every 5 yrs. with max. of \$1,200
 Wayne, NJ — 3% - 5 yrs.; 6% - 10; 8% - 15; 10% - 20
 Weirton, WV — to 6 yrs. \$5 mo. per yr.; 6-10 \$7; 11-15 \$8; 16-20 \$9
 Wenatchee, WA — After 5 yrs., \$3.00 mo. for ea. yr. to \$60. mo.
 Westfield, NJ — 1% after 5 yrs.; 3% - 10; 5% - 15; 7% - 20; 9% - 25
 West Milfield, PA — 4 yrs. \$30 yr. to max. 15 yrs.
 Wheeling, WV — 3 yrs. \$90; 6 - \$180; 9 - \$300; 12 - \$420; 15 - \$540; 18 - \$630
 Wilkinsburg, PA — 4 yrs. \$75; + \$25 ea. yr. to 9 yrs.; 10 - \$250; 15 - \$300; 20 - \$400; 30 - \$600
 Wilmette, IL — 4½% at 10 yrs.; 4½% at 20 yrs.
 Wilmington, NC — 5 yrs. 1¼%; 10 2½%; 15 3½%; 20 4¼%; 25 5%; 30 7½%
 Woonsocket, RI — 6-10 yrs. 2%; 11-15 3%; 16-20 4%; 21+ 5% yearly in lump sum
 Yakima, WA — 1½% 5-10 yrs.; 3% 10-15; 4½% 15-20; 6% 20+
 York, PA — 2% after 5 yrs.; 4% - 10; 6% - 15; 8% - 20; 10% - 25
 Zanesville, OH — 5-9 yrs. 2%; 9-15 - 3%; 15-18 - 4%; 18+ - 5%

LONGEVITY SCALE

POPULATION 10,000 to 25,000

Adrian, MI — 5 yrs. 2½%; 10 - 5%; 15 - 7½%; 20 - 10%; Max. \$2,000
 Albion, MI — 5-11 yrs. \$350; 11-17 \$500; 17+ \$900
 Aliquippa, PA — After 5 yrs. \$2.75 mo. from 1st yr.
 Alpena, MI — 2% for 8 yrs.; 4% - 15; 6% - 20
 Americus, GA — 2% after 10th year.
 Amherst, OH — After 5 yrs. \$3 mo. per yr.
 Asbury Park, NJ — 5-9 yrs. 3%; 10-14 6%; 15-19 9½%; 20-24 12%; 25 yrs. 15%
 Ashtabula, OH — 5-9 yrs. \$11 yr.; 10-14 \$16 yr.; 15-19 \$21 yr.
 Atchison, KS — \$90 yr. after 5 yrs.; + \$18 yr. for ea. yr. thereafter
 Athens, OH — 1% at 5 yrs.; + 1% every 2 yrs. to 7%
 Barrington, RI — 5 yrs. 4%; 10 - 5%; 15 - 6%
 Bartow, FL — ½-4 yrs. 1%; 5-9 2%; 10-14 3%; 15-19 4%; 20-24 5%
 Bay Village, OH — After 3 yrs. 2%; 5 - 3%; 10 - 4%; 15 - 5%; 20 - 6%; 25 - 7%
 Beachwood, OH — \$550 after 7 yrs.; + \$250 - 12 yrs.; + \$250 - 17 yrs.
 Beacon, NY — \$500 at 7, 10, 15, 17 yrs.
 Beckley, WV — ½ yr. \$40 mo.; 1 yr. \$40 mo.; + \$12 mo. ea. yr. to 15 yrs.
 Bedford, OH — 1½% after 5 yrs. & 10 yrs.; 2% after 15 yrs. & 20 yrs.
 Bellingham, MA — \$150 after 5 yrs., then \$15 ea. yr.
 Bernards Twp., NJ — 5-9 yrs. \$375; 10-14 \$750; 15-19 \$1125; 20+ \$1500
 Berwick, PA — \$50 for every year.
 Bethany, OK — After 5 yrs. \$3 mo. per yr. to \$75 mo.
 Bexley, OH — at 10th yr. \$300; 15 \$450; 20 \$600
 Bloomsburg, PA — \$100 yr. after 4 yrs.; \$50 yr. each add. yr.
 Bluefield, WV — 4.3 cents per hr. per yr., max. 15 yrs. \$880
 Boone, IA — \$3.00 per mo. after 3 yrs. service
 Bourd Brook, NJ — 2% for 5 yrs., 4% for 10 yrs. and up
 Bradford, PA — \$35 per yr. after five yrs.
 Brawley, CA — 5-10 yrs. \$5 mo.; 10-15 \$10; 15-20 \$15
 Bristol, RI — 4% after 5 yrs.
 Bristol, TN — 3% after 10 yrs., if budget permits
 Brookings, SD — \$3.00 per mo. per yr. after 5 yrs.
 Brooklyn, OH — After 5 yrs. \$200; 10 \$400; 15 \$800; 20 \$1,000
 Bucyrus, OH — \$12.50 mo. for every 3 yrs. to \$100 mo.
 Burlington, NJ — 2½% for each 5 yrs.
 Burlington Twp., NJ — 2½% 5 yrs.; 5% 10; 7½% 15; 10% 20
 Butler, PA — \$75 per yr. after 3 yrs. to 14 yrs.; \$100 19 yrs. to 24 yrs.
 Butler Twp., PA — \$150 after 5 yrs.; \$300 10; \$450 15
 Cahokia, IL — 4% at 1½ yrs.; 5% 5; 6% 10; 7% 15; 8% 20
 Carbondale, PA — 1% every 2 yrs., max. 10%
 Carlisle, PA — 4 yrs. \$100; + \$75 yr. to max. \$775
 Carpentersville, IL — \$41 per year
 Carteret, NJ — 5 yrs. 2%; 10 4%; 15 6%; 20 8%
 Chanute, KS — 3 yrs. 5 cents hr.; 4 10 cents; 5-9 15 cents; 10-14 20 cents; 15-19 25 cents; 20+ 30 cents
 Charleston, IL — After 6 mo.-1 yr. \$1,050; after 6 yrs. \$30 per mo. each 2 yrs.
 Cheviot, OH — \$115 per yr. to 10 yrs.
 Chicago, IL — 3% at 4 yrs.; 4% 8; 6% 12; 7% 16; 9% 20
 Chillicothe, OH — 2-6 yrs. \$50; 6-10 \$100; 10-15 \$150; 15-20 \$200; 20-25 \$250; 25+ \$300
 Clarksburg, WV — 2-4 yrs. \$108 yr. to 20 yrs. \$1,080
 Clarksville, IN — 1% per yr. starting 2nd year
 Clawson, MI — 2% 5-10 yrs.; 4% 10-15; 6% 15-20; 8% 20+
 Clinton, MA — After 5 yrs. to 35 yrs., max. \$550
 Coatesville, PA — 2% for every 5 yrs., max. 10%
 Collingswood, NJ — over 4 yrs. 2%; 8 - 4%; 12 - 5%
 Collinsville, IL — 2-6 yrs., 25 cents hr.; 6-9 45 cents; 9-12 55 cents; 15-18 75 cents; 18+ 85 cents
 Columbia, PA — \$60 yr. after 5 yrs. to \$960 after 20 yrs.
 Conneaut, OH — 5-9 yrs. \$20 mo.; 10-15 \$30; 16-19 \$40; 20-24 \$45; 25-30 \$55
 Connelville, PA — \$17.50 per mo. after 5 yrs.; \$27.50 - 10; \$37.50 - 15; \$47.50 - 20

LONGEVITY SCALE

POPULATION 10,000 to 25,000 (Continued)

Cooper City, FL — 2½% for 3-6 yrs.; 4% - 7 yrs.
 Cranberry Twp., Mars, PA — After 4 yrs. \$20. for each yr. to 10 yrs.
 Crawfordsville, IN — Varies from \$300 - \$500 increments
 Creve Coeur, MO — \$5.00 per mo. for each yr.
 Crown Point, IN — 3 yrs. \$10 mo.; 8 - \$20; 12 - \$30
 Cudahy, WI — \$5 - 5 yrs.; + \$5 at 10, 15, 20, 25 yrs.
 Dania, FL — After 6th yr. 1.5%; + 1.5% increase each yr. to a 15% max. or \$3,500
 Defiance, OH — 5-10 yrs. 3%; 10-15 4%; 15-20 5%; 20-25 6%; 25+ 7%
 Delaware, OH — \$250 per yr. after 5 yrs. to \$700 after 20 yrs.
 Derby, CT — 5-10 yrs. \$150; 10-15 yrs. \$200; 15+ \$250
 Derby, KS — After 5 yrs. \$25; + \$5 yr. to 20 yrs.
 Dodge City, KS — \$60 yr. after 2 yrs. to \$400 yr. 25 yrs.
 Dolton, IL — \$840 per yr. after 5, 10 & 15 yrs.
 Dormont, PA — 4-7 yrs. \$135; 9-11 - \$270; 12-15 - \$405; 16-19 - \$540; 20+ - \$675
 Duquesne, PA — \$30 per yr. after 3rd yr. to 23rd yr.
 East Grand Rapids, MI — 5-9 yrs. \$200; 10-14 \$400; 15-19 \$600; 20-24 \$800; 25+ \$1,000
 East Liverpool, OH — 3 yrs. \$35 mo.; 5 \$40; 10 \$45; 15 \$50; 25 \$55
 East Moline, IL — 10 yrs. assoc. degree pay - 15 yrs. bachelor degree pay
 Ecorse, MI — \$100 base + \$20 for ea. yr. to max. \$500
 Eden, NC — After 5 yrs. \$200, then \$25 each year
 El Dorado, KS — 3 yrs. \$126 prorated to 12 yrs. \$504
 Elmwood Park, IL — 2% after 3 yrs.; 4% - 6; 6% - 9; 8% - 12
 El Reno, OK — \$3 per mo. per yr. after 3 yrs.
 Evergreen Park, IL — Annual \$480 after 5 yrs.; \$780 - 10; \$1,080 - 15; \$1,380 - 20
 Fairmont, WV — 2-5 yrs. \$100; 5-8 \$200; 8-10 \$300; 10-13 \$400; 13-15 \$500; 15+ \$600
 Fairview Heights, IL — 1 yr. 2%; 3 - 4%; 5 - 6%; 7 - 8%; 10 - 10%; 15 - 12%; 20 - 14%
 Faribault, MN — 2% at 5 yrs.; 4% - 10; 6% - 15; 8% - 20.
 Fort Madison, IA — 5 yrs. \$10 mo.; 10 - \$20; 15 - \$30; 20 - \$40
 Ft. Thomas, KY — \$500 at 5 yrs.; \$1,000 at 10; \$1,500 at 15
 Fostoria, OH — After 5 yrs. 2%; 10 4%; 15 6%; 20 8%
 Franklin, IN — 2% every 2 yrs. after 1st 2 yrs.
 Franklin Park, IL — Officers hired prior to 1976 4 yrs. 2%; 8 4%; 12 6%; 16 8%
 Galion, OH — 1-5 yrs. \$15 yr.; 6-10 - \$20; 11+ \$25
 Gardendale, AL — After 6 yrs. 1.5%; ½% each yr. thereafter to max. 8.5%
 Gardner, MA — \$125 - 5 yrs.; \$25 every yr. after
 Geneva, NY — 5-10 yrs. \$125; 10-15 \$250; 15-20 \$500; 20+ \$700
 Golden Valley, MN — 4 yrs. 3%; 8 5%; 12 7%; 16 9%
 Goshen, IN — \$150 per year to max. 15 yrs.
 Greensburg, PA — 1% yr. to max. 20%
 Greenwood, IN — \$60.00 per yr.
 Hammonton, NJ — \$100 per yr. to \$1,200 max.; Sgts. to \$1,500
 Hannibal, MO — 2% after 1st yr. + 1% yr.; 2-5 yrs. + ½% yr. 6-25 yrs.; max. 16%
 Hanover, PA — 2% after 6 yrs.; 6% - 10; 10% - 20
 Harrisburg, IL — \$30.00 mo. at 3, 7, 10 and 14 yrs.
 Hasbrouck Heights, NJ — 5 yrs. 1%; 8 - 2%; 12 - 3%; 16 - 4%; 20 - 5%
 Hazel Park, MI — 5-9 yrs. 2%; 10-14 4%; 15-19 6%; 20-24 8%; 25+ 10% with 1% for residency
 Hermitage, PA — 3% after 6 yrs. to 6% after 12 yrs.
 Hobart, IN — After 3 yrs. \$200; 8 - \$440; 13 - \$640
 Homestead, FL — 5 yrs. 2%; 10 - 3%; 15 - 5%; 20 to 25 - 6%; 25+ - 8%
 Homewood, IL — 6-10 yrs. \$250 yr.; 10-15 yrs. \$500; 15-20 yrs. \$750; 20+ \$1,000
 Hopewell Twp., Aliquippa, PA — After 5 yrs. \$3.00 per mo. per yr. to 10th yr. then + \$1.50 per mo. per yr.
 Hopkins, MN — 4 yrs. 3%; 8 5%; 12 7%; 16 9%
 Huntington, IN — 1% per yr. up to 18%
 Imperial Beach, CA — \$250 to \$560
 Indiana, PA — After 5 yrs. 1%; to 10% at 15 yrs.
 Jacksonville Beach, FL — \$240 annually for each 5 yrs. service
 Jeannette, PA — 1% per yr., 20 yr. max.
 Jeffersontown, KY — 2% after 5 yrs.; 4% - 8; 6% - 11; 8% - 14

LONGEVITY SCALE

POPULATION 10,000 to 25,000 (Continued)

Jeffersonville, IN — 1% per yr. after 1st yr. to 20%
 Jennings, LA — 2% after 3 yrs.
 Johnson City, NY — \$100 for every 5 yrs. to max. of 25 yrs.
 Juneau, AK — 3.75% after 2 yrs.; 5 yrs. and 8 yrs.
 Kenmore, NY — over 5 yrs. \$100; 7 - \$200; 10 - \$300; 15 - \$400; 20 - \$500
 Lake Station, IN — \$15 mo. to 5 yrs.; \$25 mo. 5-15 yrs.; \$35 mo. 15 yrs. +
 Lansdale, PA — 5 yrs. 3%; 10 5%; 15 7%; 20 9%; 21 10%; + 1% ea. add. year
 Lansdowne, PA — 4 yrs. 3%; + 1% yr. 6-8 yrs.; 10 7%; 12 10%; 14 11%; 16 14%; 20 15%
 Latrobe, PA — 1% for ea. yr. to 20 yrs.
 Laurel, MD — ½% 1st 3 yrs.; 1% ea. yr. after in 3 yr. blocks
 Lewistown, PA — \$200 after 4 yrs. and every 4 yrs. to 20 yrs.
 Lexington, NC — 1 wheel's pay for 1 year
 Lock Haven, PA — 3 yrs. \$125; 4-17 yrs. \$45; to max. of \$800
 Lower Burrell, PA — After 2 yrs. \$5.00 per mo. to max. at 20 yrs.
 Lynbrook, NY — \$325 after 6 yrs. + \$375 - 10; + \$500 - 15
 Lyndhurst, OH — 5-9 yrs. 2%; 10-14 3%; 15-19 4%; 20+ 5%
 Lyons, IL — 2% every 5 yrs. max. 6%
 Mamaroneck, NY — 5 yrs. \$240; 10 yrs. \$340; 15 yrs. \$440
 Maplewood, NJ — After 5 yrs. 2%; 10 - 4%; 15 - 6%; 20 - 8%; 25 - 10%
 Marietta, OH — \$42 yr. after 6th yr. to \$1,500 yr. after 33 rd yr.
 Marinette, WI — 1% after 3 yrs. to 7 yrs.; 3% after 7 yrs.
 Martinsburg, WV — \$100 yr. for each yr. to 15 yrs.
 Massena, NY — After 10 yrs. \$250; 15 yrs. \$500
 Maumee, OH — Before 1/82 3.75% for ea. yr. After 1/82 no benefit
 Meadville, PA — 7th & 8th yr. 1%; 9, 10, 11 - 2%; 12, 13, 14 - 3%; 15, 16, 17 - 4%; 18, 19, 20 - 5%
 Melvindale, MI — \$20 yr. - \$25 yr. at 21 yrs. \$600 max.
 Metuchen, NJ — 4th yr. 2%; + ½% ea. yr. to 20 yrs. 10½% after 25 yrs.
 Middlesboro, KY — 1% per year of base pay
 Middlesex, NJ — 2% after 5 yrs.; 4% - 10; 6% - 15; 8% - 20
 Middletown, NY — 7 yrs. \$648; 10 - \$1,188; 15 - \$1,728
 Middletown, RI — 10 yrs. 3%; 15 yrs. 6%
 Milbrae, CA — 10 yrs. \$55-65 mo.; 15-\$110-129; 20-\$165-194
 Mitchell, SD — \$300 yr. after 5 yrs.; \$600 after 10 yrs.
 Monmouth, IL — 1 yr. \$73; 2 yr. \$52.50; 3 yr. \$21.00; 5, 7, 9, 11, 13, 15 yrs. + \$10.50
 Morton Grove, IL — 10 yrs. \$210 yr.; 15 \$310 yr.
 Moscow, ID — 6-10 yrs. 2.5%; 11-15 5%; 16-20 7.5%; 21+ 10%
 Mountain Brook, AL — 15% at 6 yrs.; + 5% per yr. to 8% at 20 yrs.
 Mt. Clemens, MI — 5 yrs. 2%; 10 - 4%; 15 - 6%; 20 - 8%; 25 - 10%
 Munster, IN — After 4 yrs. \$15 mo.; 8 - \$30; 12 - \$45; 16 - \$60
 Muscatine, IA — After 5 yrs. \$13 mo.; 10 - \$26; 15 - \$39; 20 - \$52; 25 - \$65; 30 - \$78
 Muskegon Heights, MI — 2% for eac. 5 yrs., max. 10%
 Narragansett, RI — \$1.25 per yr. after 3 yrs. with max. at 25 yrs.
 Nederland, TX — \$4.00 per month per year
 Newark, NY — \$200 for each 5 yrs. up to \$800
 Newburgh, NY — 10-14 yrs. \$450 yr.; 15+ \$850 (non-cumulative)
 Newburyport, MA — 5 yrs. \$250; 10 \$500; 15 \$750; 20 \$1,000
 Newport, KY — 1 yr. \$100; 1-5 \$300; 5-10 \$500; 10-15 \$650; 15-20 \$800; 20+ \$1,000
 Niles, MI — 2% at 5 yrs.; 4% 10; 6% 15; 8% 20; 10% 25
 Noblesville, IN — \$60 per yr. for ea. yr.
 North Ridgeville, OH — \$100 yr. 5 to 15, max. \$1,500
 Norwalk, OH — After 3 yrs. \$72; \$820 at 20 yrs.
 Oakland Park, FL — 1% after 5th yr. to 15%
 Oil City, PA — 5-10 yrs. \$30 mo.; 11-15 \$35; 16-20 \$40; 21+ \$45
 Okmulgee, OK — After 2 yrs. \$10 per mo. increased by \$10 mo. each yr. to max. \$100
 Olean, NY — 5-10 yrs. \$100; 10-15 \$300; 15-20 \$400; 20+ \$500
 Oneida, NY — \$250 for each 5 yrs.
 Oneonta, NY — \$200 after 5 yrs.; + \$50 yr. ea. yr. after to max. \$900
 Orange TX — \$4 mo. per yr. of service

LONGEVITY SCALE

POPULATION 10,000 to 25,000 (Continued)

Oregon, OH — After 5 yrs. 2%; + ¼% ea. yr. to max. 8%
 Oskaloosa, IA — After 6 yrs. \$5 per mo. per yr. max. \$75
 Overland, MO — \$2 per mo. after 5 yrs.
 Pendleton, OR — 4% at 1 yr., 1½, 2½, 3½, 4½ yrs.
 Peru, IL — 1% per yr. to 20 yrs.
 Peru, IN — ½% per yr. on base pay of patrolman
 Phoenixville, PA — 2% 5 yrs.; 4% 10; 6% 15; 8% 20
 Piqua, OH — \$547.50 a yr. at 1, 2, 3, 8, 16, & 24 yrs.
 Portales, NM — 6 mos. prob. then 4% annually for merit
 Port Angeles, WA — 5 yrs. 2%; 10 - 4%; 15 6%; 20 8%
 Port Chester, NY — 8 yrs. \$150; 13 \$300; 18 \$450
 Princeton, NJ — \$350 after 10 yrs., + \$300 after 15, 20 and 25 yrs.
 Randolph Twp, NJ — 2% 1-5 yrs.; 4% - 10; 6% -15; 8% - 20; 10% - 25
 Revenna, OH — 5 yrs. \$15.00 per month
 Reading, OH — \$30 per yr. starting 3rd yr.
 Richmond Heights, MO — Annual Automatic Step Increase \$55 to \$110
 Riverdale, IL — 5 yrs. 5%; 10 7½%; 15 10%
 River Grove, IL — 2 yrs. 2%; 3 3%; 5 4%; 10 6%; 15 8%; 20 10%; 25 15%
 Rives Edae, NJ — 1% 5-8 yrs.; 2% 9-12; 3% 13-16; 4% 17-20; 5% 21-24; 6% thereafter
 Rocky River, OH — 1% 6-7 yrs.; 1½% 8-9; 2% 10-11; 2½% 12-13; 3% 14-15; 3½% 16-17; 4% 18-19; 4½% 20+
 Rolla, MO — \$5.00 for each year
 Round Lake Beach, IL — 6% at 5 yrs.; 5 yrs. to top pay
 Rutland, VT — 1 yr. \$2 wk; 3 \$3; 4 \$4; 5 \$5; 7 \$7; 10 \$12; + 50 cents yr. thereafter
 St. Joseph, MI — \$50 per yr. up to \$1,000
 Salem, OH — 5-9 yrs. \$24 mo.; 10-14 \$30; 15-19 \$42.50; 20+ \$55
 San Fernando, CA — 5% after 5 yrs.; + 5% after 10 yrs.
 Schererville, IN — After 3 yrs. \$120 yr.; 8 \$240; 12 \$360
 Scituate, RI — 2-5 yrs. 2%; 5-10 3%; 10-15 4%; 15-20 5%
 Seguin, TX — \$2.00 per yr. per pay period
 Seymour, IN — 1% per yr. to max. 15%
 Shamokin, PA — \$100 yr. 1-20 yrs.; \$200 yr. 21-25 yrs.
 Sharon, PA — After 4 yrs. \$23.50 mo.; 9 \$31; 14 \$38.50; 19 \$46
 Sheffield, AL — After 5 yrs. \$333 yr.; after 10 \$467 more
 Shelby, NC — After 5 yrs. \$200; 10 \$300; 15 \$400
 Shelbyville, IN — 2 yrs. 2%; 4 4%; 6 6%; 8 8%; 10 10%; 12 12%; 15 14%; 18 16%; 20 18%
 Sheridan, WY — \$10 per mo. for ea. yr. above 5 yrs., max. of \$150
 Smithfield, RI — After 7 yrs. 5%; + ½% ea. yr. after
 South Haven, MI — 5-8 yrs. 3%; 8-10 4%; 10-15 5%; 15+ 6%
 South Plainfield, NJ — 2% after 5 yrs.; 4% 10; 6% 15; 8% 20
 South Whitehall Twp., PA — After 2 yrs. \$50 for ea. yr., max. \$800
 Sparta, NJ — 5% 8 yrs.; 10% 12; 15% 16; 20% 20
 Springfield Twp., NJ — 5 yrs. 2%; 10 4%; 14 6%; 18 8%; 22 10%
 Statesville, NC — \$25 per yr., starts at 5 yrs. max. \$625
 Sterling, IL — Served 2 consec. yrs. in top step of grade, increase of 7%
 Stoneham, MA — 1-5 yrs. \$475; 5-10 \$625; 20+ \$850
 Struthers, OH — \$1.50 per month
 Sylacauga, AL — 3 yrs. 1%; + 1% at 5, 10, 15 and 20 yrs.
 Sylvania, OH — ½% yr. 5-25 yrs.; ¾% over 25 yrs.
 Tallmadge, OH — After 5 yrs. \$15 mo. each add. 5 yrs. \$22.50 mo.
 Temple Terrace, FL — After 5th yr. \$50 yr. from 1st yr. to \$1,000
 Thomasville, NC — 1% up to 6 yrs.; 2½% 6 yrs.; 4% 12; 5½% 20
 Tiffin, OH — 3% after 5 yrs.; 5% 10; 8% 15
 Tiverton, RI — 5-10 2%; 10-15 4%; 15+ 5%
 Two Rivers, WI — 6 yrs. 3%; 12 4%; 18 5%
 Union, SC — 5 yrs. 75% of 1 wk. salary; 10 75% of 2 wks.; 15 75% of 3 wks.; 20 75% of 4 wks.
 Uniontown, PA — 6 yrs. \$10; 10 \$20; 15 \$30; 20 \$40; 25 \$50; 30 \$60
 Urbana, OH — 5 yrs. 1%; 10 2%; 15 3%; 20 4%; 25 5%
 Van Wert, OH — \$50 per year after 5th year

LONGEVITY SCALE

POPULATION 10,000 to 25,000 (Continued)

Vermilion, OH — After 5 yrs. 1%; + ½% ea. yr. to max. 5%
 Wabash, IN — \$60 at 3 yrs. to max. of \$360
 Waldwick, NJ — 1% at 5 yrs. and .375% ea. yr. to max. of 7%
 Warr Acres, OK — 4-6 yrs. \$20 mo.; 7-9 yrs. \$40; 10-12 \$60; 13-15 \$80; 16-18 \$100; 19+ \$120
 Warren, PA — After 2 yrs. \$156; 3 \$208; 5 \$364; 7 \$416; 10 \$494; 12 \$546; 15 \$624; 20 \$702
 Warren, RI — 4% after 5 yrs.; 5% 10; 6% 15; 7% 20
 Warrensville Heights, OH — 1% at 2nd and 3rd yrs. + ½% every even yr. thereafter
 Washington, PA — Every 4 yrs. \$200 yr., max. \$1,000
 Watertown, SD — \$3.00 mo. after 6 yrs. to \$27 after 30 yrs.
 Waterville, ME — \$10 wk. 10 yrs.; \$15 - 15, \$17.50 - 20
 Weslaco, TX — \$4 per mo. for each yr.
 Whitehall Twp., PA — \$50 per yr. starting 5th yr., \$1,000 max.
 Whitman, MA — After 10 yrs. \$100; 15 \$150; 20 \$200
 Wickliffe, OH — 2% every 4 yrs. max. of 10%
 Williamstown, NJ — After 5 yrs. 2%; 10 4%; 15 6%; 20 8%
 Willowick, OH — 2-3 yrs. 1%; 4-7 2%; 8-10 4%; 11-15 6%; 16-20 8%; 20+ 10%
 Winchester, VA — 5% increase after 2 yrs. of no salary increase and add. 5% the 3rd yr.
 Winter Park, FL — 1% per yr. after 10 yrs.
 Xenia, OH — \$100 after 5 yrs. + \$15 for ea. yr. after
 Yarmouth, MA — Over 5 yrs. \$100; 10 \$150; 15 \$200

POPULATION UNDER 10,000

Ambler, PA — \$150 every 3 yrs. to max. \$1,050
 Arnold, PA — \$7.88 for ea. yr. max. 25 yrs.
 Ashland, WI — 5 yrs. 1%; 10 2%; 15 3%; 20 4%
 Audubon, NJ — After 5 yrs. 2%; 10 3%; 15 5%
 Bellevue, OH — 3 yrs. 1%; 7 2%; 14 3%; 20 4%; 25 5%
 Berkeley, IL — After 3 yrs. 3%; 6 6%; 9 9%; 12 12%; 15 15%
 Birdsboro, PA — After 4 yrs. \$35 yr. for ea. yr.
 Bluffton, IN — 3-5 yrs. 3%; 6-8 5%; 9-11 8%; 12-14 10%; 15-17 13%; 18-20 15%; 21-23 18%; 24+ 20%
 Braddock, PA — \$25 yr. after 5 yrs., max. \$500
 Brazil, IN — \$60 per yr., No max.
 Bremen, IN — ¼% per year of service
 Brookville, PA — ½% yr. to 10%
 Carey, OH — 1-5 yrs. \$60; 6-10 \$120; 11+ \$180
 Caseyville, IL — After 2 yrs. 5 cents; 5 10 cents; 10 15 cents; 20 20 cents
 Center Line, MI — 2% - 10% of \$10,000 based on steps
 Charlestown, IN — 2% every 2 yrs. to 20 yrs.
 Cicero, IN — \$75 for each year
 Columbia City, IN — \$25 per years of service
 Coopersburg, PA — \$35 for ea. yr. max. 20 yrs.
 Crystal City, MO — \$2.00 per mo. after 5 yrs. - 20 yrs.
 Dickson City, PA — 1% every 2 yrs., max. 10%
 Dowagiac, MI — 5-10 yrs. \$240 yr.; 10-15 \$400; 15-20 \$560; 20-25 \$750; 25+ \$800
 Dubois, PA — 1% for each 2 yrs. to 10%
 Dyer, IN — \$10 after 3 yrs.; \$20 5 yrs.; \$30 7 yrs.; \$40 9 yrs.; \$50 11 yrs.; \$60 13 yrs.; \$70 15 yrs.; \$80 17 yrs.; \$90 19 yrs.
 East Stroudsburg, PA — \$10 per yr. to max. of \$250, first 3 yrs. excl.
 Farrell, PA — 5-9 yrs. \$30; 10-14 \$35; 15-19 \$40; 20+ \$45
 Franklin, PA — 6-7-8 yrs 2%; 9-10-11 3%; 12-13-14 4%; 15-16-17 5%; 18-19-20 6%; 21-25 6½%; 26+ 7%
 Folcroft, PA — 3% after 3 yrs.; 6% 7 yrs.; 10% 11 yrs.; 12% 15 yrs.
 Frontenac, MO — \$5 per month, per year
 Greensburg, IN — 3-5 yrs. 3%; 5-10 yrs. 5%; 10-15 yrs. 10%; 15-20 yrs. 15%; 20+ yrs. 20%
 Gulf Breeze, FL — 2% after 5 yrs. with ½% each yr. after
 Hales Corners, WI — 5 yrs \$10 mo.; 10 - \$15; 15 - \$20

LONGEVITY SCALE

POPULATION UNDER 10,000 (Continued)

Highland Heights, OH — 2% between 5 & 10 yrs.; 3% after 10 yrs.
 Hillsboro, OH — After 4 yrs. \$60 per year
 Homestead, PA — 5-10 yrs. \$125; 10-15 \$250; 15-30 \$300
 Hudson, NY — \$250 after each 5 yrs. to \$1,250
 Hunting Valley, OH — \$500 after 5 yrs.; \$1,000 10; \$1,200 15; \$1,400 20; \$1,600 25
 Iliion, NY — 3-7 yrs. \$200; 7-12 \$225; 12-17 \$250
 Ionia, MI — After 2 yrs. 1½%; 3-19%; 4-1%; 5-1½%; 6-1½%; 7-1½%; 8-9 2%; 10-11 2%; 12-14 2½%; 15 3%
 Jackson, OH — 1-3 yrs. \$5; 3-7 \$10; 7-10 \$15; 10-15 \$20; 15-20 \$25; 20-25 \$35; 25+ \$40
 Kermit, TX — \$5.00 per mo. for each year
 Kings Point, NY — \$500 ea. 5 yrs. to 15 yrs., then \$100 year
 Knox, IN — \$60 per yr. to 10 yrs.; then \$60 every other year
 Lawrenceburg, IN — \$1.00 per week, per year
 Lebanon, KY — \$50 after 5 yrs.; \$100 - 10; \$150 - 15; \$200 - 20
 Masontown, PA — 5-10 yrs. 15 cents; 11-15 20 cents; 15-20 25 cents; 20-25 30 cents
 Mayfield Village, OH — 5 yrs. \$20 mo.; 10 - \$35; 15 - \$50; 20 - \$65
 McKees Rocks, PA — \$100 after 10 yrs. + \$10 yr. to \$250 max.
 Mechanicsburg, PA — \$50 per year after 72 months
 Merchantville, NJ — 6-10 yrs. 2%; 11-15 3%; 16-20 4%; 21-24 5%; 25+ 6%
 Middlesex Twp., PA — 5-10 yrs. 1%; 10-20 2%; 20+ 4%
 Mt. Vernon, IN — \$3.00 per month for each year
 Napoleon, OH — 5% after 5 yrs. at top level; 5% after 5 yrs. at Longevity scale.
 Northampton, PA — ½% ea. 2 yrs. + ½% ea. yr. after 10 yrs. to 5% max.
 Orange Village, OH — 5 yrs. 2%; 10 yrs. 3%
 Paris, KY — 5-10 yrs. \$100 yr.; 10-15 \$200; 15-20 \$300; over 20 \$400
 Pepper Pike, OH — 2% 5 yrs; 3% - 10; 4% - 15; 6% - 20
 Pleasant Ridge, MI — 5-10 yrs. 2%; 11-15 4%; 16-20 6%; 21-25 8%; 26 yrs. 10%
 Plymouth, IN — \$75 per year after 3 yrs.
 Point Pleasant, WV — 5-10 yrs. \$25; 10-15 \$50; 15+ \$75
 Port Clinton, OH — \$3.00 per month per year
 Portland, IN — \$10 mo. for every 3 yrs.
 Ripley, TN — \$20 mo. at 5 yrs.; + \$20 every 3 yrs.
 Riverside, IL — 0-1, 1-2, 2-5, 5-10 yrs. 2% ea.
 Rochester, PA — \$75 after 5 yrs.; \$25 for ea. yr. after, max. \$600
 Rushville, IN — \$200 yr.
 St. Marys, PA — After 2 yrs. 1%; + ½% at 4th yr. and every other yr. to 3% max.
 Sandy Twp., PA — 1% for ea. 2 yrs. to 10%
 Sanibel, FL — Annual merit increase + cost of living
 Shenandoah, PA — 1% every 2 yrs., max. 15%
 Slatington, PA — 5 yrs. \$100; 10 \$225; 15 \$400; 20 \$600
 Smyrna, DE — 1-4 yrs. 5%; + 5% at 6, 8, 13, 18, 23 yrs.
 Sturgis, MI — \$100 after 5 yrs.; \$200 10; \$300 15; \$400 20; \$500 25 yrs.
 Tipp City, OH — 5 yrs. \$125; 8 \$225; 12 \$325; 15 \$425; 18 \$525; 21 \$700
 Twinsburg, OH — After 6 yrs. \$360; progress ea. yr. to max. \$1,200 at 20 yrs.
 Upper Sandusky, OH — \$5.00 mo. for ea. yr. after 3 yrs.
 Vernon Hills, IL — 1% after 6 yrs.; 2% - 10; 3% - 15; 4% - 20
 Walnutport, PA — \$25 per yr. after 3rd yr. and ea. yr. after to max. of \$500
 West Reading, PA — \$50 per yr. after 3 yrs.; \$750 max.
 Woodson Terrace, MO — After 5 yrs. \$1 per month per yr.
 Wyomissing, PA — After 3 yrs. \$50 yr. to max. of \$650

STATE POLICE

Massachusetts State Police — \$250 yr. after 12 yrs.
 Michigan State Police — Varies - precharted
 Missouri Highway Patrol — 10% of base salary every 5 years
 Nevada Highway Patrol — After 8 yrs. \$75 semi-annually + semi-annual increase of \$25 for each add. year to max. of 20 yrs.
 New Mexico State Police — \$5.00 mo. for each yr. after Top Pay Step
 New York State Police — Troopers only - after 9 yrs. \$867; 14 \$969; 20 \$305

LONGEVITY SCALE

STATE POLICE (Continued)

North Carolina Highway Patrol — 10-14 yrs. 1.50%; 15-19 2.25%; 20-24 3.25%; 25 yrs. or more 4.50%
 North Dakota Highway Patrol — 7 steps over a period of 10 years
 Pennsylvania State Police — 4% after 5 yrs. + 1% every 2 yrs. to 14% max.
 Tennessee State Police — \$7.50 per year, per month
 Utah Highway Patrol — 3½% every 6 months for 3 yrs.; + 3½% yr. for 3 yrs.
 West Virginia State Police — \$25 every 3 yrs. after the 5th yr.
 Wisconsin State Police — 5-10 yrs. \$50; 10-15 \$100; 15-20 \$150; 20-25 \$200; 25+ \$250

MISCELLANEOUS

Adams Co. Sheriff's Dept., CO — 3% per year until 10 yrs., per grade
 Allegheny Co. Sheriff, Pittsburgh, PA — 2% at 6 yrs.; 3% at 11; 4% at 16; 5% at 21 yrs.
 Anaconda Co., MT — \$7.50 per month for each year
 Anne Arundel Co., Millersville, MD — After 7 yrs. 5%; After 12 yrs. + 5%
 Baltimore City & Co. Federal Police, MD — \$446 increase every grade step. (1-3 yrs.)
 Baltimore Co. Police Dept., MD — 4.4% after each 10 yrs.
 Baltimore Co. Sheriff's Dept., MD — After 5 yrs. 5% every 5 yrs.
 Birmingham Sheriff, AL — 1½% at 5 yrs.; + ½% ea. yr. thereafter to 9%
 Cobb Co. Marietta, GA — At 8 yrs. \$260, + \$78 ea. yr. to 12 yrs.; \$104 at 13 yrs., + \$156 at 14-16 yrs., + \$182 at 17-20 yrs., + \$182 at 25 yrs., + \$208 at 30 yrs.
 Gaylord Sheriff, MI — 6 yrs. \$110; 7 yrs. \$120; 8 yrs. \$130; 9 yrs. \$140; 10 yrs. \$150; 11 yrs. \$160; 12 yrs. \$170
 Glynn Co., Brunswick, GA — 5% at ½ yr, 1½, 2½, 4, 6, 8, 13, 18, and 23 yrs.
 Jacksonville City/County Sheriff, FL — \$300 for each 5 yrs.
 Lawrence Co. (Bedford), IN — \$100 per year to 10 yrs.
 Marion Co. Sheriff, IN — \$60.00 per year
 Morgan Co. Sheriff, IN — \$50 for ea. 3 yrs.; \$200 max.
 Papillion Sheriff, NB — 5-10 yrs. \$10 per month; 10 yrs. and up \$15
 Rhode Island State Marshals — 7 yrs. 5%; 11 - 10%; 15 - 15%; 20 - 17½%; 25 - 20%
 Riley Co., Manhattan, KS — \$3 per mo. per yr. over 5 yrs. to max. \$75 mo.
 Rockford County Police, IL — 2% for each 5 yrs.; max. of 8%
 Tazewell Co. Sheriff's Dept., Pekin, IL — 2% per year after 1st year, max. of 18%
 Urban Co. Police, Lexington, KY — \$2.00 per mo. per yr., first 5 yrs. not counted.
 U.S. Capitol Police, Washington, DC — 2.5% yr. to 6 yrs. + 2.5% every 2 yrs., 8 - 26 yrs.

FRATERNAL ORDER OF POLICE

The Only National



Police Organization

FOUNDED MAY 14, 1915
IN PITTSBURGH, PA.

CHARTERED IN PENNSYLVANIA
NOVEMBER 17, 1915

PREAMBLE TO THE CONSTITUTION

We, the police officers of the United States and of the several states and political subdivisions thereof, as Representatives and Delegates of State and Subordinate Lodges, do hereby associate the Lodges we represent and the members thereof together for the following purposes:

To support and defend the Constitution of the United States; to inculcate loyalty and allegiance to the United States of America; to promote and foster the enforcement of law and order; to improve the individual proficiency of our members in the performance of their duties; to encourage social, charitable and educational activities among policemen; to advocate and strive for uniform application of the civil service merit system for appointment and promotion; to create a tradition of esprit de corps insuring fidelity to duty under all conditions and circumstances; to cultivate a spirit of fraternalism and mutual helpful-

ness among our members and the people we serve; to increase the efficiency of the police profession and thus more firmly to establish the confidence of the public in the service dedicated to the protection of life and property.

ARTICLE II — SECTION 2 OF THE CONSTITUTION

The Fraternal Order of Police is strictly non-secretarian, and shall not join in the capacity of Fraternal Order of Police any Labor Union, congress, federation or committee of like nature, or similar organization by whatever name.

The Fraternal Order of Police shall not strike or by concerted action cause a cessation of the performance of the Police duties, or induce other members or lodges to do likewise. The penalty for such action by any member, or subordinate lodge, shall be immediate expulsion from the Fraternal Order of Police.

President

LEO V. MARCHETTI

Pittsburgh, Pennsylvania

Past President

JOHN M. DINEEN

Chicago, Illinois

Past President

ROBERT H. (Pat) STARK

Indianapolis, Indiana

Past President

JOHN J. HARRINGTON

Chalfont, Pennsylvania

Past President

JACK DUDEK

Shaker Heights, Ohio

Vice President

RICHARD A. LIS

Chicago, Illinois

Secretary

DOROTHY A. WOODS

Baltimore, Maryland

Treasurer

RICHARD BOYD

McLoud, Oklahoma

Conductor

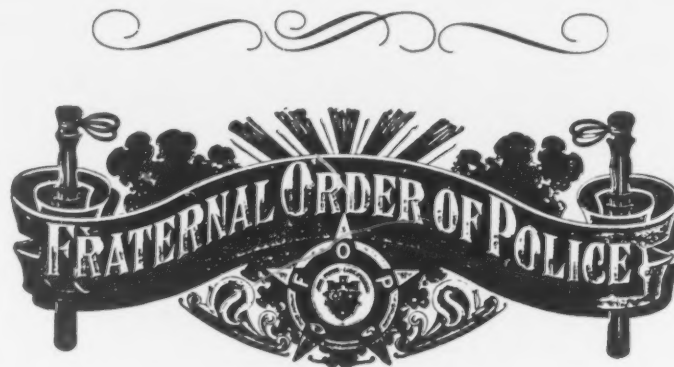
JAMES R. WHALEY

Millsboro, Delaware

Guard

EARL A. (Tony) MOHATT

Omaha, Nebraska



National Headquarters

5613 BELAIR ROAD
BALTIMORE, MARYLAND 21206

Board of Trustees

DAVID F. GREEN

Chairman

Sioux Falls, South Dakota

MARION B. HARDING

Auburn, Alabama

JOHN S. DeSANTI

Phoenix, Arizona

BOBBY L. WARD

North Little Rock, Arkansas

M. L. (BUD) RICHARDSON

Northridge, California

SCOTT ELDON GOFF

Fort Collins, Colorado

JAMES D. RIGGS

New Castle, Delaware

DAN HEIM

Pompano Beach, Florida

LARIS S. JOHNSON

Columbus, Georgia

GERALD GORSKI

Geneva, Illinois

WILLIAM L. CALLAHAN

Indianapolis, Indiana

ROY A. WILTROUT

Kansas City, Kansas

CHARLES T. DONALDSON

Ft. Mitchell, Kentucky

ROBERT E. LAMPARD

New Orleans, Louisiana

LAWRENCE DESMOND

Gaithersburg, Maryland

FREDERICK J. LaMAIRE

Wyoming, Michigan

JOHN R. BULLARD, JR.

Independence, Missouri

PETER A. PERALES

Omaha, Nebraska

JOSEPH T. CASSIDY

Jersey City, New Jersey

GILBERT C. GALLEGOS

Albuquerque, New Mexico

ROBERT LUCENTE

Levittown, New York

HOWARD E. BROWN

Statesville, North Carolina

DEWEY R. STOKES

Galloway, Ohio

CHARLES A. OWEN

Oklahoma City, Oklahoma

CHARLES F. GALLAGHER

Philadelphia, Pennsylvania

RAYMOND C. PEZZULLO

Providence, Rhode Island

JERRY WRIGHT

W. Columbia, South Carolina

JERRY W. ATNIP

Nashville, Tennessee

W. ALVIN HUDSON

Roanoke, Virginia

TOBY F. SHY

Huntington, West Virginia

ANTHONY J. MORRIS, FEDERAL LODGES

Arlington, Virginia